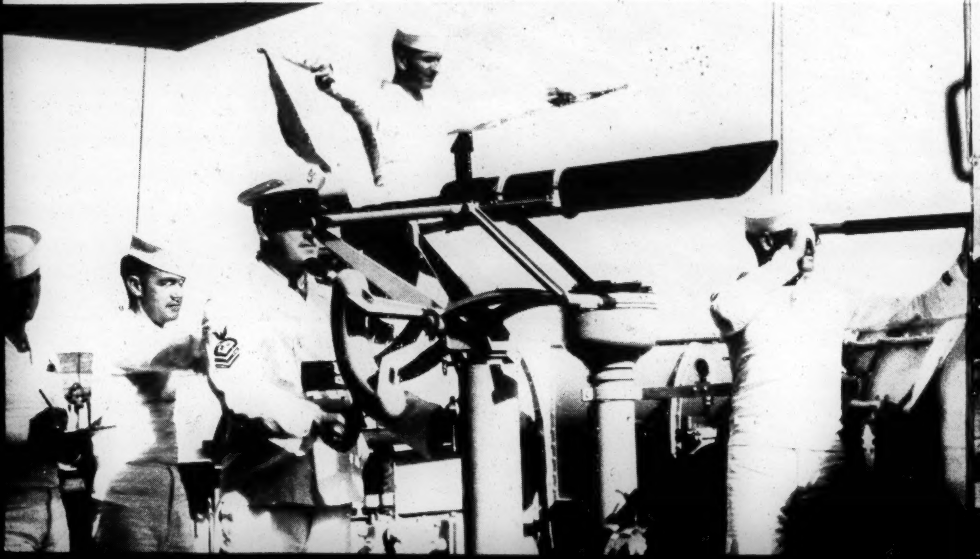
DEFENSE HOUSING 1941

Soldiers and Sailors Need HOMES

ANY shortage of living facilities required to keep the defenders of the Nation and their families strong and alert tends to weaken the defense effort. Morale is as essential as equipment for the enlisted men of the Army, the Navy, and the Air Corps. Clean, decent, healthy living builds morale. Adequate defense housing, therefore, becomes an important part of the foundation upon which the superstructure of defense must rest. It is as much a function of the national Government as the production of munitions.



FWA BUILDS THEM

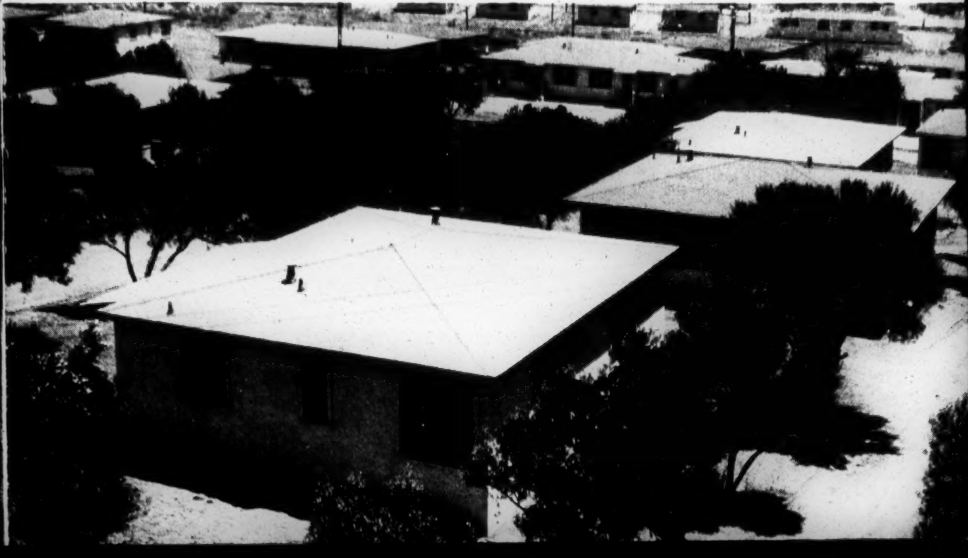
THE Federal Works Agency is building sturdy, modern homes for the families of noncommissioned officers and civilian personnel of the Army, the Navy, and the Air Corps who are stationed at bases in this country and in the insular possessions of the United States. They are bright, clean, and comfortable; with outdoor space for the children to play. They are spread across the country from Canada to the Rio Grande; from the Atlantic to the Pacific. They have been built in the freezing cold of Alaska and in the tropic heat of islands in the Pacific and the Caribbean. They are homes for the defenders of democracy.

Defense Workers Need HOMES

TENS of thousands of workers answered the call for men to build planes, battleships, tanks, guns, machine tools, precision instruments, and the thousand and one other things needed for national defense. As they swarmed into industrial centers, the supply of decent living accommodations soon became exhausted. Families were forced to live in ramshackle houses under slum conditions. Two or more families to a house. Houses with leaking roofs but no running water. Other families forced to live many miles from factories and workshops in insanitary wooden shacks, with only tar paper on the walls. Thousands of new homes were needed. And needed at once!

FWA BUILDS THEM

ACROSS America hammers are clattering, concrete is being mixed, new homes are rising. Homes for decent, healthy living. Homes to provide for the families of defense workers a share of the comforts of the American way of life—a place in the sunshine for the children by day; a sound roof over their heads at night. Thousands of these homes have been completed and occupied. Other thousands are in process of construction. They bulwark the workshops of America against the sweatshops of continental Europe. They bolster the morale of free American workers against the goose-stepping labor battalions of dictatorship.



A Defense Worker Finds

ELMER HONEYCUTT, pictured here, is a trained operator of machine tools who lived with his wife and two children in San Francisco. He was one of the men who answered the call of aircraft plants in the San Diego area for skilled workers.

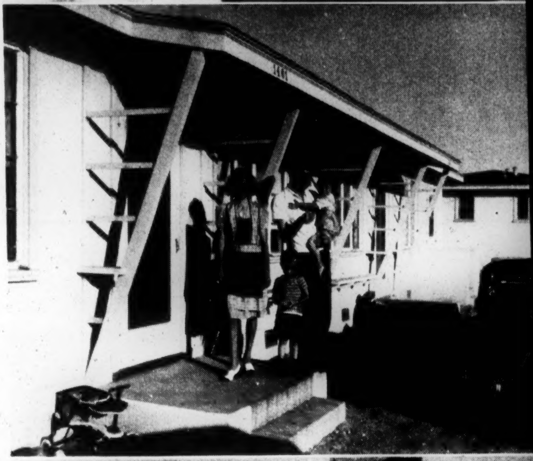
●Honeycutt became an inspector at the Consolidated Aircraft plant. But he was not so successful in finding a place for his family. They were only four persons of 100,000 who had swarmed into San Diego. Every habitable structure was jammed. For $30 a month they finally rented a two-room tourist cabin which had been condemned.

●The entire family slept in one room, using the other for kitchen, living room, and dining room. Water was inadequate and sometimes failed entirely. Toilet facilities were used by 50 persons. Despite good pay, Honeycutt, who was unused to such conditions, was about ready to go back to San Francisco when a Federal Works Agency defense housing project was started. The Honeycutts applied for one of the new homes.

a HOME

●Now the family has moved into a new FWA home in "Linda Vista." Their children have a bedroom of their own. From the bedroom windows they can look out on historic Mission Hill. In addition to the 3,068 homes in the first San Diego defense housing projects, 1,500 prefabricated homes are being erected there.

●So eager were the Honeycutts to get into their new home that they did not wait for the completion of landscaping. They didn't mind that, for they could stand on their front porch and look out over the broad expanse of the Pacific Ocean.



●The Honeycutts have moved their furniture, books, and pictures from storage in San Francisco to their "Linda Vista" home. They have become acquainted with their neighbors, and their happiness is reflected in the accompanying picture.

HOMES—not barracks

ECONOMICALLY BUILT for DEFENDERS of DEMOCRACY

to the AMERICAN STANDARD

THE objective of the FWA and the agencies which build for it is to build real homes for healthy living, in the shortest possible time, without waste and superfluous administration and within the cost limits fixed by the Congress. To make these homes as attractive as possible and livable in practical ways, skilled architects are employed and site plans are developed according to the latest experience and knowledge of specialists in that field.

PLANNED CONSTRUCTION

SITE SELECTION

—Checking a proposed site as to land characteristics, surroundings, cost, proximity to industrial defense activities, schools, churches, and stores and availability of utility and transportation services.

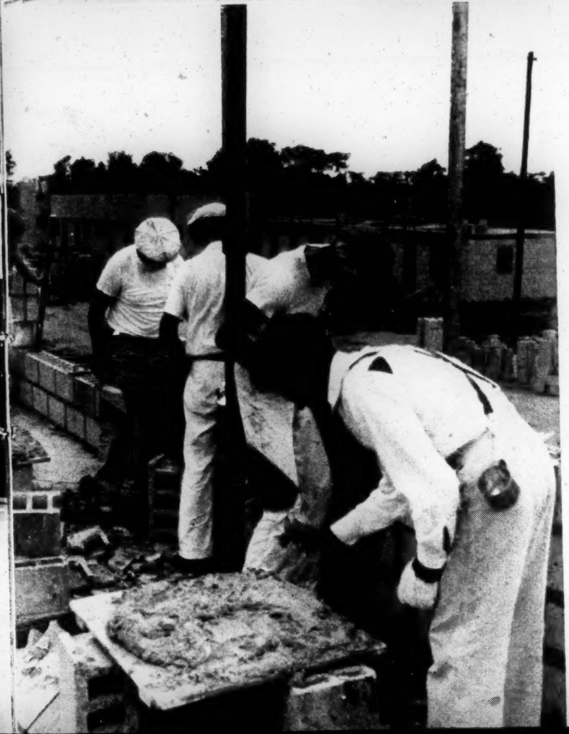
DESIGNING

—Defense housing is designed by some of the Nation's leading architects who have utilized the latest knowledge and experience in their field to plan real homes with pleasant environment and modern conveniences for healthy and comfortable living at rentals defense workers can afford to pay.

TIME IS SHORT

PRODUCTION

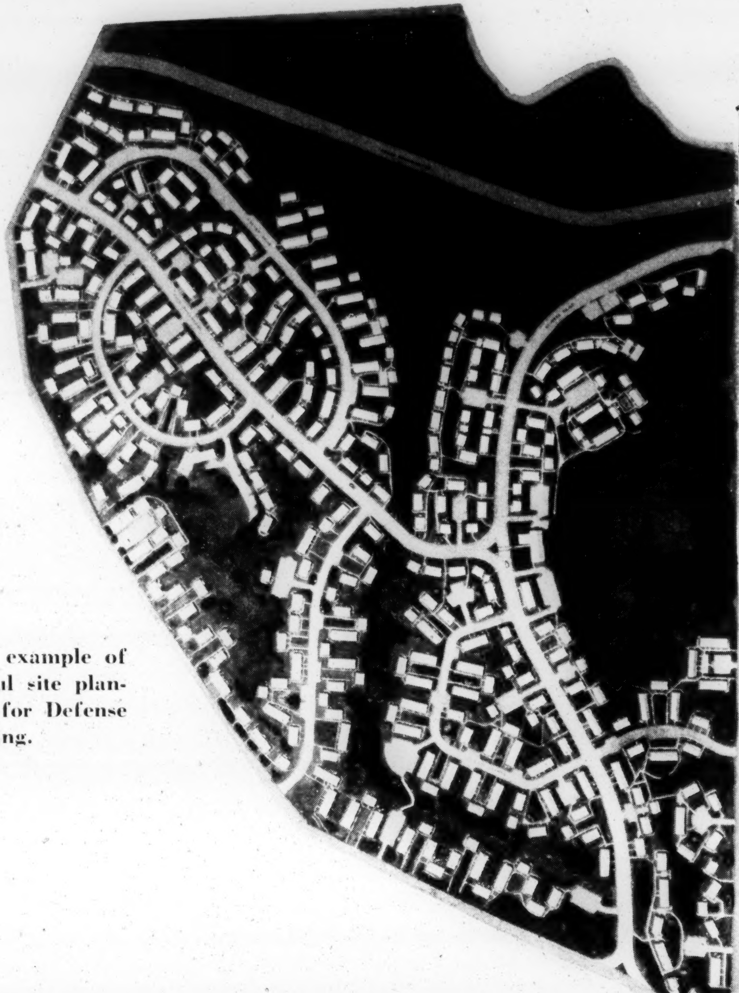
—Industrial management principles are applied to defense housing. Every major step on every single project is scheduled. Site selectors, architects, engineers, contractors, and lawyers are held to strict accountability. Weekly production meetings break down artificial barriers, sweep away red tape, and speed up construction.



CONSTRUCTION

—Good materials and sound building practice combine to produce sturdy homes. Materials must measure up to Government standards and construction must meet the requirements of Government inspection.

SITE PLANNING . . .
A Guarantee for the Future



●An example of careful site planning for Defense Housing.

GHOST TOWNS VANISH

FUTURE needs as well as immediate requirements influence the selection of FWA defense housing project sites. To prevent, so far as possible, the growth of ghost towns and to guard against a surplus of vacancies in the post-emergency period that would depress real estate values, demountable houses are being built in some localities. These dwellings can be removed when they are no longer required and set up elsewhere to meet a new housing need or to serve some other useful purpose. In contrast to this, communities of permanent homes are being built in industrial centers where it is believed the need will carry over into the post-emergency period.

FWA DEFENSE WORK PROGRAM

The FWA Defense Works Program provides homes, schools, and needed facilities for the families of defenders of democracy, roads for military transport, and air fields for military aviation.

★ DEFENSE HOUSING

Funds for the FWA defense housing construction program were provided by the Lanham Act and other legislation to provide homes for the families of workers in defense industries and of noncommissioned officers and civilian personnel of the Army, the Navy, and the Air Corps.

★ DEFENSE PUBLIC WORKS

The Defense Public Works program of the FWA is financed by funds appropriated by Congress by further amendment of the Lanham Act "to provide for the acquisition and equipment of public works made necessary by the defense program."

★ PUBLIC WORK RESERVE

"When this national emergency is over, it will be necessary to find work for a great many of our citizens, and we, therefore, are building up a backlog of highly desirable public works to be put into effect when that time comes."

—*Franklin D. Roosevelt.*

FWA
FEDERAL WORKS AGENCY
HOMES FOR DEFENSE WORKERS

FEDERAL WORKS AGENCY

WASHINGTON, D. C.

John M. Carmody, Administrator

U. S. GOVERNMENT PRINTING OFFICE 16—23715

Housing

U.S. National Housing Administration
Plans for women's dormitories in defense areas. [Wash, D.C.] June 1942. 8 l. typewritten.

Brief list of facilities specifications

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Community housing facilities - Anger

tories

S IN DEFENSE AREAS
Administration

June 1942.

noise as much as
bath room and toilet facilities are in a center building in a separately constructed building from the sleeping wings of the dormitories connected by corridors. The farther room from the bath is 144 feet.

2. Laundry facilities

There are laundry sinks in the bathrooms. More complete laundry facilities with drying racks and ironing boards are in the basement of this building - a towel rack with space for drying small articles.

3. Sanitary facilities

The service employees are to live in the dormitories.

4. The housing authority is taking the responsibility for providing eating and recreational facilities.

5. A matron will be in charge of the women's dormitories. Someone will be on duty continuously. The matron will not sleep in the dormitories.

6. Where there is a sufficient number of dormitories a separate unit will be constructed which will house the administration offices, a snack bar, the cafeteria, a pantry with a small hot plate for emergency and party purposes; and emergency infirmary, and recreation facilities which include the lounge with nooks for private conversations, small club rooms which can be thrown into one larg room, a small game room and auditorium, gymnasium.

7. The bedroom equipment include besides the bed (probably 39-inc) a writing table, a chest, a curtained clothes closet, a chair for each individual. Special attention is being given to the lighting and ventilation.

8. There will be some double rooms - the Women's Bureau has recommended 1 double to two singles.

Dormitories

PLANS FOR WOMEN'S DORMITORIES IN DEFENSE AREAS
National Housing Administration

Mr. Blanford - Administrator
Mr. Emerick - Director

June 1942.

1. Quiet

Efforts are being made to eliminate noise as much as possible. The bath room and toilet facilties are in a center building in a separately constructed building from the sleeping wings of the dormitories connected by corridors. The farther room from the bath is 144 feet.

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OFFICE FOR EMERGENCY MANAGEMENT

Division of Defense Housing Coordination

Not for release before 10:30 AM, EST
June 11, 1941 DH 118

Address by C. F. Palmer, Defense Housing Coordinator, before the National Housing Inventory at the Mayflower Hotel, Washington, D. C. on Wednesday, June 11, 1941.

Accomplishments and obstacles in defense housing and what of the future?

The first job that had to be accomplished was initiating and clearing the necessary legislation which meant six separate bills with their numerous, exhaustive hearings. Then came determining requirements, integrating the jobs into the plans of the communities to replace slums later, using temporary shelter where necessary, or demountable units if uncertain how long they will be occupied, establishing standards, setting up rooms registration offices, and on top of all that making sure the coordinated program makes sense to private enterprise and to 12 agencies of government who do the building or aid in financing.

Take the Muscle Shoals locality, to be specific. I quote from a recent report: "At the time the LPR was made up in January of the year, there was an estimated need for 500 new dwelling units for incoming defense workers during 1941. These facts were laid before a representative group of citizens in a meeting called by the local officials.

"On the basis of these estimates a resolution was adopted by the meeting asking that the Government build 250 defense houses, leaving the remainder of the defense need (250 houses) and normal growth requirements to private enterprise.

"While there may be some slight overlap in figures, it seems reasonably safe to assume that private building operations begun or definitely scheduled up to the first of June total around 300 units, or 50 more than the allocation made in the LPR for private construction during the whole year. Public construction of 250 units has been proceeding during the same period.

"Many of the people who have private interests in residential construction are also, as officials of the cities or members of the planning commissions, giving active support and cooperation to the public housing program. All in all, a very splendid spirit has been shown throughout, and even the traditional rivalry between the four communities has been completely subordinated to the over-all effort."

On the basis of such information as is available for specific areas for the first four months of 1941, however, a wide disparity is indicated in the performance of private enterprise. In communities, such as Boston, Detroit, Jacksonville, Miami, Washington, San Francisco, Oakland, and Alameda, private building appears to be accounting for its full share of the housing needs as set forth in the LPR's. In Seattle, where no LPR has been issued, private construction is running 27 percent ahead of last year's level. On the other hand, a pick-up in the rate of private building is needed if the goals for private enterprise are to be attained in Buffalo, Baltimore, Bridgeport, Philadelphia, Pittsburgh, Canton, and Akron.

According to figures made available by the Bureau of Labor Statistics, 466,000 or 87 percent of the 537,000 dwelling units put under construction in the non-farm areas during 1940 were privately financed. Based upon the experience in 104 of the larger defense areas, it would appear that, in proportion to public construction, private builders were somewhat less active in defense centers than they were in other regions.

An accomplishment of major importance, is the understanding the agencies of government are acquiring of each others problems as the top men sit around the table with us and work on the job. Never before in the housing field has there been so much give and take. Sometimes there seems to be more inclination to "take" than to "give" on some people's part, but as the emergency gets tougher and tougher, the coordination gets better and better. It is not perfect yet but it has come a long, long way since our shop was set up last summer.

Defense houses built with public funds are now beginning to come through to completion at the rate of thousands every month. About 15,000 units are finished, out of a total of 70,000 for which contracts have been let. Altogether allocations have been made for 100,000 defense houses to be built from public funds.

Obstacles? Yes, we have had, and do have, them. They are to be expected as part of the job. Many have been solved. Many still remain to be solved. You can help.

The outcome of your deliberations will be most welcome. It is not for us in government to say whether the job goes well or ill. It is rather for you, for whom we work, to judge.

And in judging you need facts. You asked me to be frank. Being literal minded, I am going to be just that. You may not like some of the things I am going to say.

The fact is that we have met only one major obstacle - a failure on the part of some of the varied interests with whom we have to deal to recognize that there exists not only a "housing emergency" but a national emergency so grave in its implications that no man can now foresee what the future holds. I am talking with the frankness which the situation demands. I repeat, our first problem is the unwillingness of a good many of those concerned with housing to cease trying to put a razor-edge on the little private hatchet with which they have been hacking away on their own little patches of woods and to help to do their share to grind Uncle Sam's big axe.

That goes, with some gratifying exceptions of course, for business men, labor and even Government, as well as other less easily classified "housing experts." Some business men can see beautiful mirages of profits in one direction and grave risk to their percent in the other. There are even some in labor who ask for the moon and complain when they get less. The Government agencies sniff the fresh smell of power and prestige. Some housing experts confuse their blue prints of Utopian communities with actual working drawings.

On May 27 the President declared a state of unlimited emergency. In effect, what he solemnly told the American people is that the economy of this country must now be put upon a war basis. That means the end of business as usual. It means the end of soft living and softer thinking. We all know that, at least we talk about it glibly. But what concrete meaning does the word "emergency" have for us in terms of change in our daily lives? What, beyond lip service, are we each willing to give to help end the "housing emergency"?

A good many of you remember 1918. You remember the meatless days, the sugar shortage, the days without heat, the Liberty Bond drives, the uncertainty about your loved ones in the trenches. You feel it in your pocketbook, and in your stomach, and in your heart and in your whole being. The emergency becomes close and real and dreadful. There is no question then that unselfish, sober thought, and firm, concerted action are demanded. And you do not stop to think how your own interests or favorite theories can best be promoted.

May 27th our President also told us our duty. "The Nation will expect all individuals and all groups to play their full parts, without stint, and without selfishness, and without doubt that our democracy will triumphantly survive."

If we will capture that spirit, we will eliminate the greatest obstacle to the job of defense housing. We will be spared the arguments of property owners who are primarily concerned with real estate values, the criticisms of well intentioned persons who feel that defense housing means the vast job of rehousing all the underprivileged, the scepticism of those in government agencies who, having originally recognized the need for coordination, now sometimes fail to realize they must work for the Country first and their own departments second. Too often when it comes to giving the break to Uncle Sam or to their own agencies, Uncle Sam comes off second best.

Coordination doesn't mean usurping anyone's power or authority. It means bringing all the forces at hand to bear on a single problem - the defense of the United States. It means concentrating our shots. As an illustration, if you were on a battleship and met the enemy's fleet, you wouldn't try to sink it with grape shot. No, you would have all your lead, steel and explosives moulded into a few projectiles of many thousands of pounds. Such would stand some chance of piercing the enemy armor.

In carrying out the defense housing program we have to mould the strength and resources of as many as 12 federal agencies of the government 50 local agencies and hundreds of private concerns. That is coordination. That was the conception of the President when he began to stream-line not only the housing activities of the government but all the productive resources of the nation as well.

Last among the obstacles from which we would be free is total preoccupation with "What is going to happen after the emergency is over?" Frankly, I, for one, do not know. But I do know that the emergency will not end (at least not in the way we all pray for it to end) unless we get together on common, sensible ground and move to lick it.

But what of the future? Mr. Knudsen said I would mention the plans for home production for the coming year. We have no plans that can't be changed. I learned that policy as I watched Mr. Knudsen work. Consequently, as the plans of O.P.M. for our defense are set to change to meet all the diabolic strategies and surprise of the aggressors, so, also, are ours flexible because we are determined to continue to produce housing for the Navy, Army and industry whenever and wherever needed.

The changing technique of modern war has made production paramount. That means more soldier-workers and fewer soldier-fighters. As Director of the Budget Smith pointed out last January, more than 14% of World War One expenses were for soldiers pay, but now the proportion is only 9%, not because of any reduction in pay, but because of an increase in the ratio of outlay for material.

Some folks say 50% of Nazi production is for war; 40 to 50% of Britains, but so far only 15% of ours. And those same folks say we must bring ours up to 50%.

The result is self evident! Curtailment of all non-essentials; luxuries; frills; yes, even many kinds of building.

First things must come first in this call for action now. No longer is aluminum being channeled into pots and pans. It's going into airplanes because pirates no longer only sail the seas - they also sail the skys and we must be ready to repell them.

The volume of automobile production is being curtailed so more machines for war can come forth. First things will soon come first in every field. Certainly it is better to have fifteen $3,000 homes for defense workers where and when needed than one $45,000 home, desirable though such a home may be for one who can afford it under normal circumstances.

No shortage in lumber now exists to any great degree, although in certain areas there has been an apparent shortage because water transportation which was formerly used extensively is not now so generally available, and strikes have interfered. The boats are busy at other jobs. Lumber is being shipped to some extent by rail and still, of course, considerably by water. Here you can see a portent.

With priorities in steel and the diversion of ships to other uses, our transportation problem may assume alarming proportions before long.

You can see, can't you, where these problems will ultimately lead us? We must plan as fair and easy a system of priorities as possible but we must see that essential defense housing gets material next in line after bombers. Defense housing is just as much material of war as planes, tanks, and guns. It may even be necessary to make a tight and narrow definition of defense housing and restrict other building.

We hope such drastic measures won't be required. But if it is necessary to achieve our objective, essential defense housing plus as much as possible additional housing for low income families, we will certainly proceed accordingly.

Already, we have had reports of defense housing need which far exceed the little money which is still available and there is no doubt that additional funds will be necessary. In anticipation of exhausting all present appropriations for federally financed defense housing construction, and this is expected within the next week, we expect to go back to the Congress for a substantial authorization to carry out this portion of the program.

Some reports to us indicate it may be necessary to authorize immediately $500,000,000 more for the public construction of 125,000 homes to be used as needed through suitable appropriations from time to time. We already have the data to support these needs.

In addition, it may become necessary to urge that mortgage lending on residential construction be curtailed in non defense areas, and that such curtailment to be applied to higher cost building even in defense areas.

The following procedures are possibilities:

(A) Encourage the use of substitute building materials instead of those which are essential to other phases of the defense program.

(B) When necessary, apply priorities on residential construction to give preference to defense housing needs.

(C) Utilize available machinery to obviate unreasonable advance in cost to residential construction.

(D) Expand Title VI of the National Housing Act to encourage further private building in defense areas in order to hold as nearly as possible to the present high level of privately financed construction in spite of the increasing difficulties which are anticipated.

Altogether, it now looks as if there is a minimum need for total residential construction during the fiscal year 1942 (that is July 1st, 1941 to June 30, 1942) of 625,000 units. Of this number 525,000 should go into defense areas. Of the 525,000 to go into defense areas probably 125,000 should be built with government funds, leaving 400,000 to be supplied by private industry.

That, then, is what we see for the coming year. We would rather see 800,000 houses instead of 625,000 total output, with 675,000 of them instead of 400,000 by private industry. But in a world that is changing almost hourly - in a world, a good portion of which is cringing under the lash of a ruthless conqueror, - we are forced to be realistsc Our plans have been formulated accordingly. Long ago we gave up the business as usual outlook. If necessary, however, we can become even more drastic in charting the course, if it will take that to do the job we have before us.

The fact that you and I can come together to talk over our mutual problems in this frank and open way illustrates the principles we are preparing to defend. Rather bluntly I have tried to tell you today our problems and our objectives. Rather bluntly, I hope, this conference will tell us what it thinks. That is Democracy and Democracy is what we are preparing to defend!

This is a summary of longer, more detailed material we have for those who need it.

Copy for Your Information

March 27, 1941

Dear Chairman:

For years the Y.W.C.A. has realized the importance of housing in the safeguarding of both the individual's and the community's health and morale. Our Associations can be justly proud of the good work they have done.

With national defense activities bringing more and more pressure upon all of us to consider housing from many angles, the National Board hopes the enclosed brochure will be useful to you. A government official was very frank in saying to me that the Y.W.C.A. was the most outstanding organization in the country in its rooms registry work.

There are many girls and women who will need help, especially in the next few months, and of course we and our communities must be able to give it.

Faithfully yours,

Mrs. Henry A. Ingraham
President

MSI:m

P. S. Please share this copy with the general secretary and others concerned with housing and room registry.

GUIDING PRINCIPLE NO. 6

with Special Reference to Room Registry

From the earliest years of its history the Y.W.C.A. has been actively concerned with the housing of women and girls who are away from their own homes. So widespread and persistent has this interest been that in the expectancy of the public oftentimes "Y.W.C.A." and "a safe home for girls" have identical implications.

Many Associations express this practical universal interest by maintaining their own residences. Others where conditions are different fulfill the responsibility by means of room registry service. Some of course do both.

For many years now the Young Women's Christian Associations have been interested in the Government's program of slum clearance and low-cost housing. A number of local Associations have been instrumental in getting Housing Authorities set up, a few have been represented on local housing councils. For that reason the national defense program carrying with it requirements for large scale speedily erected housing units has been carefully scrutinized by the national Public Affairs Committee. The grave danger to the regular projects of slum clearance is clearly seen. In the interest of speed, carefully thought out and accepted standards may be laid aside and projects for persons of low incomes may be diverted to defense workers. The national defense program has in no way altered the need to clear out our slums or reduced the number of homes which must be built if people are to be decently housed. The program must therefore include consideration of housing needs for all, irrespective of their occupation.

The national defense program has also again brought the question of the housing of girls and women into the forefront of our thinking as the influx of large numbers of women and girls to communities in which they are strangers inevitably leads to requests being made of the Y.W.C.A. for finding homes in the Association, or for help in securing rooms elsewhere in the community.

In January, 1941, the Government took the first steps through the office of the coordinator of defense housing to set up a Homes Registration Service for communities most affected by the defense program. In general, the service will follow the lines of Y.W.C.A. room registries although it will naturally be planned for men as well as women, and refer applicants to family dwelling units as well as to single rooms.

Field representatives sent out from Washington are already at work in close conjunction with local defense councils. The plan envisages the organization of a central bureau with a director and supporting staff and the development of a supervisory committee of volunteers on which public and private agencies interested in housing may be represented. Wherever possible, staff - professional or clerical - will be "borrowed" from existing agencies; but the director will usually be a paid worker of the bureau. The money to finance the plan will be secured, it is hoped, from local government agencies, industries, trade associations, etc. Final decisions as to personnel and standards of service will be made by the local committee.

The great majority of the eighty-three communities in which the Division of Homes Registration is now planning to work, have Y.W.C.A.'s; and many of the Y.W.C.A.'s offer room registry service. The relation of this established work to the new bureaus will, therefore, call for early consideration.

There the rooms registry work in the Y.W.C.A. represents a substantial element of its service program with staff time allocated to it, and proper standards maintained, it will probably be wisest for the Association to maintain its own room registry work cooperating with the new bureau through exchange of information, etc. This policy has been discussed with the director of the Homes Registration Service, Mr. Harold Pomeroy, and has his approval.

If the room registry service of the Association has been maintained on the fringes of staff time, without the possibility of maintaining standards of investigation and interviewing, this may be the time for the Association to put its efforts into a cooperative venture. The principle governing the decision will be the one honored many times in the history of the Association: that a part of the program will be turned over to a government agency only when assurance can be given that the work will be competently handled and high standards maintained. The Y.W.C.A. will need to give consideration also to the possible loss of recruiting opportunities among room registry applicants.

The fact that the financing of the enterprise is planned to come from local sources, gives every Association in the communities affected the right to feel an interest and a responsibility (whether it maintains room registry service or not) for determining whether such a new form of service on these terms is a wise addition to the community's social services.

Although comparatively few Y.W.C.A.'s report trained staff assigned to room registry work, it is well known that practically every Association serves women and girls, however informally, in this matter, and we are all agreed that the communities have a right to expect such service. At this particular time certain Associations are bound to be faced with unprecedented demands. At the same time it is more than ever imperative that standards should be established and maintained. The following are minimum standards to which each Association should adhere whether its volume of room registry service be large or small. They constitute also a contribution from the Y.W.C.A. to any homes registry agency which may be developing in a local community:

Minimum Standards for Y.W.C.A. Room Registry Work Include

I. A COMMITTEE, whose members are familiar with housing facilities and needs in the community, who shall be responsible for

   a. A thorough investigation of all houses having rooms registered with the Y.W.C.A.
   b. The establishment and maintenance of an adequate list of those rooms which are known to be suitable living places for girls and women.
   c. Re-investigation of all registered rooms systematically and periodically (about every six months).
   d. Helping to raise standards of rooming and boarding houses.
   e. Demonstrating an interest in the welfare of the girls and women placed through the registry.
   f. Check up with those referred to rooms, or with landladies on whether rooms are taken.

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If the room registry service of the Association has been maintained on the fringes of staff time, without the possibility of maintaining standards of investigation and interviewing, this may be the time for the Association to put its efforts into a cooperative venture. The principle governing the decision will be the one honored many times in the history of the Association: that a part of the program will be turned over to a government agency only when assurance can be given that the work will be competently handled and high standards maintained. The Y.W.C.A. will need to give consideration also to the possible loss of recruiting opportunities among room registry applicants.

The fact that the financing of the enterprise is planned to come from local sources, gives every Association in the communities affected the right to feel an interest and a responsibility (whether it maintains room registry service or not) for determining whether such a new form of service on these terms is a wise addition to the community's social services.

Although comparatively few Y.W.C.A.'s report trained staff assigned to room registry work, it is well known that practically every Association serves women and girls, however informally, in this matter, and we are all agreed that the communities have a right to expect such service. At this particular time certain Associations are bound to be faced with unprecedented demands. At the same time it is more than ever imperative that standards should be established and maintained. The following are minimum standards to which each Association should adhere whether its volume of room registry service be large or small. They constitute also a contribution from the Y.W.C.A. to any homes registry agency which may be developing in a local community:

Minimum Standards for Y.W.C.A. Room Registry Work Include

I. A COMMITTEE, whose members are familiar with housing facilities and needs in the community, who shall be responsible for

   a. A thorough investigation of all houses having rooms registered with the Y.W.C.A.
   b. The establishment and maintenance of an adequate list of those rooms which are known to be suitable living places for girls and women.
   c. Re-investigation of all registered rooms systematically and periodically (about every six months).
   d. Helping to raise standards of rooming and boarding houses.
   e. Demonstrating an interest in the welfare of the girls and women placed through the registry.
   f. Check up with those referred to rooms, or with landladies on whether rooms are taken.

II. A STAFF MEMBER, even though one carrying other work, who shall be responsible for directing the room registry work and who shall

  a. Work with the committee on methods and standards of investigating.
  b. Supervise the interviewing of applicants - those seeking roomers and those seeking rooms (day and evening hours).
  c. Supervise investigation or actually do the investigating of rooms.

III. EQUIPMENT should include

  a. Space for interview free from interruptions.
  b. Records.

    1. For every house listed a record card or blank giving name, address, personnel of family and roomers (number, approximate ages, sex), number and kinds of rooms (double and single), number of bathrooms, privileges offered, description of neighborhood, house and landlady, references, name of investigator, date and space for later reports and permanent referrals.

    2. For each applicant to whom an address is given, a card with name, address, occupation, parents, or name and address of person to call in case of emergency, employer and references with their addresses, houses to which referred.

    3. Blanks to be sent to references.

    4. Blank to use in referring an applicant to a proprietor or owner.

  c. Statement of standards, as understanding between landlady, roomer and Y.W.C.A. and also some information about the Association.

IV. WAYS OF COOPERATING with

  a. The Association residence and other organized homes.
  b. Other Association departments.
  c. Churches.
  d. Other community agencies.

Today cooperation of the Y.W.C.A. with other community agencies concerned with housing assumes increasing significance. In many smaller communities, particularly those near camps or defense industries, the Y.W.C.A. which was formerly the only organization to carry interests and responsibility for housing for women and girls now finds that role still necessary. But instead of carrying it alone there is found an awakening interest, for instance, of a housing committee under the city defense council or under some coordinating community setup; such cooperation has taken place in many communities months before the organization of Homes Registration Service described on page 1.

✓ Out of our learnings from overbuilding during and after the 1914-18 war, we would sound this general warning: do not build to meet the emergency housing needs; cooperate rather with all the agencies of the community, public and private, who are concerned about and trying to solve the housing problem.

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It is rare for the Y.W.C.A.(except those with International Institutes and Nationality Community Departments)to find themselves equipped to do case work that might and does arise out of rooms registry service, or other avenues of contact with individuals. Its historic role in the case work field has been to refer all cases requiring specialized services to the case work agency best fitted to do the job. Oftentimes the Travelers Aid is that agency. Within the recent months, due to the increased movements of peoples including women, our relations with the Travelers Aid have increased and may become even closer as the Y.W.C.A. finds more women and girls turning to it for one reason or another. Twenty-five years ago the Y.W.C.A. was doing Travelers Aid work as a part of its regular program. Today the national organization of Travelers Aid directs its own program except in about eight communities where the Travelers Aid is still organically a part of the Y.W.C.A. program.

If additional information along this line is needed due to developments in your community, it is suggested you write one of the advisory secretaries for your region.

References -

"Social Case Work" by Mary Brisley and Viennie Borton - Womans Press, 600 Lexington Avenue, New York, N.Y. (25 cents).

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"An Experiment in Short Contact Interviewing," Bertha C. Reynolds - Smith College School for Social Work, Northampton, Mass. (75 cents).

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The News Letter, Vol. X, Number 1 - published by
The American Association of Psychiatric Social Workers,
1790 Broadway, New York, N.Y. (50 cents).

March 27, 1941.

Gaex:m

A HOUSING CODE

for the

DISTRICT OF COLUMBIA

A Memorandum by

JOHN IHLDER

for the

Washington Housing Association
902 Barr Building
Washington, D.C.

January 22, 1936
Revised April 15, 1940

Submitted as a basis for discussion

1. A housing code is quite distinct from a building code, from a sanitary code and from a zoning code.

[illegible]. In the absence of a housing code each of these three other codes is likely to contain housing provisions because it is obvious that such provisions are necessary. Therefore they are placed in the only containers available. The result is lack of coherence and, often, an unnecessary lowering of standards due to combining dwellings with other buildings that have lesser requirements. If, in response to this, it is stated that separate paragraphs are given to dwellings under each heading, as ventilation, then it will be necessary for a builder who is constructing a dwelling to go through the entire code to pick out the scattered paragraphs.

2. A housing code has to do with dwellings as dwellings. It deals with such matters as

   Light and ventilation
   Sanitation
   Room arrangement
   Protection against fire, vermin, etc.

   from the point of view of occupants of the dwelling.

A building code has to do with buildings as buildings. It deals with materials, equipment, etc., primarily from the point of view of structural safety or technical requirements. For example, the housing code would require a bathroom for each family. The plumbing requirements in the building code would deal with the type of fixtures and method of installing them.

A sanitary code deals with insanitary conditions throughout the community from the point of view of the public health.

A zoning code has to do with the development and use of private property throughout the community. It divides the community into a series of zones or districts and for each makes specifications as to permitted uses, proportions of lot occupancy and bulk of buildings.

3. Historically, our cities have adopted first a building code - due to the spectacular and therefore obvious losses from conflagrations; second, a health or sanitary code - due to the terror inspired by such scourges as yellow fever, influenza, etc., plus such obvious things as stenches and disgusting sights; third, they began to adopt housing codes - due to a slow awakening to the fact that low housing standards, though their results fall chiefly upon the poorer and less vocal part of the population, nevertheless impose heavy economic and social burdens upon the whole community.

This progress was interrupted by the World War and the period of housing shortage that followed the War. This shortage played into the hands of jerry-builders who persuaded the public that any dwelling was better than no dwelling. Housing workers, therefore, directed their energies toward the fourth type of regulation, zoning, by which they were able to deal effectively with one of the chief factors in bad housing, i.e., land overcrowding. In this kind of regulation it was possible to enlist the aggressive support of owners of existing residence property who feared destruction of their values by the invasion of hostile uses, as a store in a residence district. As a result zoning regulations swept the country.

Now we are beginning to turn back to housing codes as a necessary supplement to the other three.

4. A housing code usually is divided into three principal parts:

(a) dealing with existing dwellings. For these the highest practicable standards are set. The "highest practicable," of course, varies in different communities according to what past practice and regulation has permitted. For the law cannot suddenly confiscate property that was legally erected, nor can it suddenly throw out of use dwellings for which no alternates are now available. So New York cannot impose as high standards as can Washington. Washington today cannot impose as high standards for existing dwellings as it could have imposed in 1916 when many now existing low standard dwellings had not yet been built.

(b) dealing with dwellings hereafter erected. For those there may be required standards better than those for existing buildings, since no investment has yet been made and no official sanction given. In this way, as new buildings succeed old, the standard for the community gradually rises.

(c) dealing with administration. Usually responsibility for the administration of a housing code is given to an existing city department, most frequently to the health department as housing is concerned primarily with human well-being rather than with construction, but sometimes to the department of building inspection. When under the jurisdiction of an existing department the housing code may be administered by a distinct branch of that department. In some cities, however, the housing administration is made a separate department of equal rank with Health, Building Inspection, etc.

5. A housing code necessarily deals with details designed to assure the well-being of occupants of the dwelling. These details necessarily differ from analagous requirements for other kinds of buildings. For example, requirements for window area and location, requirements for water closets and bath rooms in a dwelling occupied day and night, by children of all ages as well as by adults, should be different from those that may be adequate in a factory, a store or an office building. Consequently, when all are put under one law, as they sometimes are put in a building code during the more primitive stages of regulations, the tendency is to let business building standards influence adversely dwelling standard

6. A housing code may have the following chapters:

I. General provisions

Definitions
Types of dwellings, as one family, multiple; classes of multiple dwellings
Required open spaces
Conversion of buildings
Dwellings moved
Dwellings damaged
Sewer connections and water supply
Time for compliance

II. Dwellings hereafter erected

Light and ventilation
(open spaces required)
(windows required)
(other buildings on the lot)
Size of rooms
Public halls
Number and location of bathrooms and water closets, etc.

III. Existing Dwellings

Alterations permitted
Improvements required

IV. Maintenance

Good management is coming to be recognized as the key to good housing.

V. Administration

7. Suggested Procedure

(1) Draft a housing code including - tentatively - the specific requirements.

(2) Compare with such requirements as may now be in the present Building Code, Health and Sanitary Codes, Zoning Code, etc., etc., and make notations with references on the draft of the housing code.

(3) Compare with housing codes of other cities and states.

(4) Use above as basis for conference with District officials (Commissioners Committee on Sanitation).

(5) Make modifications agreed upon.

(6) Again confer on amended draft.

(7) Seek enactment into law.

* * *

Housing

U.S. Women's Bureau
Rents of Government dormitories for women
Wash, D.C. 2p. typewritten (carbon).

Pt.I. Rents of government dormitories for women, U.S.D.A., F.S.A., June 1942; Pt.II. Women's Bureau community survey. Brief notes and list of weekly rents.
Community housing facilities - Angus

. Department of Agriculture

vide rooms at a fair
. (Not to subsidize wages)
l at 20 percent of income

Income from rents has to cover all expenses (including salaries of managers and wages). No figures available on amortization of expense of construction and installation. Do not know if income from rents will be sufficient to be applied to that.

Dormitories have been built in communities where local housing facilities were insufficient.

The general plan for service in the dormitories - beds are made and rooms cleaned every day by maids. Sheets 2 a week. Towels vary.

II. Women's Bureau Community Survey.

Elkton, Md: 11/1941 - private homes - Rates of rooms
Single...... $5
Double...... $3 - $3.50
More than 2 persons - $2.50 - $3.00

Dormitories:
$5.00 single
$3.50 double (per person)

Aberdeen:
Rates of rooms - 11/41 - Private
Single...... $5 - $6
Double...... $3.50 - $4

Dormitories:
$5.00 - single
$3.50 - double

U. S. Department of Labor
Women's Bureau
Washington

I. Rents of Government Dormitories for Women, U. S. Department of Agriculture Farm Security Administration, June 1942.

Dormitory rents were fixed in order to provide rooms at a fair rental in comparison with rents in the vicinity. (Not to subsidize wages) (Some projects of houses - rents have been fixed at 20 percent of income as in low-cost housing).

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Single...... $5 - $6
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Dormitories:
$5.00 - single
$3.50 - double

Ravenna, Ohio
    Rates of rooms 3/42 (private)
        Single ..... $4-$5
        Double ..... $3 - $4

Dormitories:
    $4.25 - single
    $3.00 - double
    Service - Beds made - rooms cleaned every day
        Sheets 2 a week

Dublin - Pulaski, Va.
    Rates of rooms (11/19/41) private homes
        Double - $2.50, $3 - $3.50 per person
        Single - $5 to $6

Dormitories
    Dublin -
        Single - $4.25
        Double $3 per person

Kingsbury, Ind.
    Rates of rooms (12/22/41) private homes
        Single rooms - $4 - $7 - Average $5 - $6
        Double - $3 - $10 Average $4-$5

Dormitories
    Double..... $3
    Single $4.25

U.S. Women's Bureau
Report on dormitories for women defense workers based on interview between Mrs. Inez Wanderson, Special Assistant to the Director, Resettlement Div., F.S.A ~~agency~~ security Adm., USDA, with Louise Stitt and Mary Robinson, of W.B., USDL. Wash., D.C. Sept 25, 1941. 7p. typewritten (carbon)
Community housing facilities - Argus

BASED ON INTERVIEW BETWEEN
IRECTOR, RESETTLEMENT DIVISION,
OF AGRICULTURE, WITH LOUISE STITT
ARTMENT OF LABOR.

Farm Security Administration.

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basis that the Farm Security has had experience in providing temporary shelter for groups and low cost housing in rural areas in connection with both migratory (or mobile) labor and local settlement needs. Housing of the single defense workers is not considered to be a part of the permanent housing program.

The Farm Security when assigned a project is given from 30 to 60 days to complete it for occupancy.

The occupants of these dormitories are restricted to defense workers. The women occupants are chiefly young women. The workers are certified by the personnel director of a plant as being employed on defense jobs. Then there is a re-checking every so often to make sure that occupants who may have ceased to hold such jobs are not remaining in the dormitory. In case of any trouble makers in a dormitory the problem is referred to the personnel director who works closely with the Farm Security.

So far there have not been so many applicants for dormitory residence as had been expected, but the peaks of employment will not be reached for another six months. However, the subcontracting system now being used in connection with the defense program may modify the whole situation as to dormitory needs.

II. Duration Dormitories for Women Already Underway or Planned

1. Bremerton Navy Yard, State of Washington

A dormitory that will accommodate 100 women (office workers

September 25, 1941

U. S. DEPARTMENT OF LABOR
WOMEN'S BUREAU
Washington

W. 322

REPORT ON DORMITORIES FOR WOMEN DEFENSE WORKERS BASED ON INTERVIEW BETWEEN MRS. INEZ MANDERSON, SPECIAL ASSISTANT TO THE DIRECTOR, RESETTLEMENT DIVISION, FARM SECURITY ADMINISTRATION, U. S. DEPARTMENT OF AGRICULTURE, WITH LOUISE STITT AND MARY ROBINSON, OF WOMEN'S BUREAU, U. S. DEPARTMENT OF LABOR.

I. Duration Dormitories the responsibility of Farm Security Administration.

Projects involving the construction and operation of dormitories for women (as well as men) connected with plants on defense work are assigned to the Farm Security Administration. Such assignment is made on the basis that the Farm Security has had experience in providing temporary shelter for groups and low cost housing in rural areas in connection with both migratory (or mobile) labor and local settlement needs. Housing of the single defense workers is not considered to be a part of the permanent housing program.

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II. Duration Dormitories for Women Already Underway or Planned

1. Bremerton Nsvy Yard, State of Washington

A dormitory that will accommodate 100 women (office workers and sewing-machine operators in the sail loft) is already in operation (with only about 15 women occupants in August.)

When the unit was first opened, as there was no woman as assistant project director, a supervising maid was tried out, with none too satisfactory results.

2. Aberdeen, Md.

A dormitory unit for 100 women office workers employed in connection with the proving ground is now in operation (with 24 women living there in September) A woman for assistant project director is needed.

Original plans were for four dormitories, two for women, and two for men, but as the number of men hired greatly exceeded the number of women, only one dormitory has been reserved for women.

3. Ravenna, Ohio

Plans have been approved for dormitories for 500 women to be located between Ravenna and the ordnance plant. Each building for women will house 60 occupants.

Construction has been started, and completion of building ready for occupancy by end of October is the expectation.

4. Dublin, Va.

The dormitories include units for 500 women and 200 men. These are located across the street from the ordnance plant (near the town of Dublin) employing women, so that they may have access to the plant cafeteria where all three meals may be secured. This factor was an influential one in the selection of the site for the derimtories, which could have been located near Pulaski, with greater opportunities for recreational facilities. Pulaski is five miles away but transportation facilities are available. The dormitories are not yet ready for occupancy.

5. Sidney, New York

Two dormitories are located there, one opened to women, because of a petition from 25 girls, who are office workers. There may now be some women living in the dormitory.

General Procedure in Regard to Housing for Defense, with Special Reference to the Farm Security Dormitories.

A housing need must be recognized by Mr. Palmer as the coordinator of Defense Housing and referred to the President who assigns it to one of the several housing agencies, the one in question submitting the plans for approval by Mr. Palmer before construction starts.

The Farm Security advances the essential funds for building, equipping, and operating dormitories. The projects are self liquidating and must pay their own way. All income from the various projects are put into a general pool, however, which is administered by the Farm Security Administration.

In regard to ascertaining where there is a specific need for a dormitory for women a regional housing coordinator must make a detailed survey of local conditions ~~thoroughly~~, by contacting the industrial management and personnel director in the plant concerned with defense production; and other community interests such as the Home Registration Bureau, the Fair Rents Commission, the Chamber of Commerce, the Mayor, the U. S. O. or the Y. W. C. A., the Y. M. C. A., real estate interests, the boarding house keepers, etc.

After the project is assigned to the Farm Security it decides on the site for the dormitory, the kind of building and is responsible for the construction.

If an industrial plant should make known to the Women's Bureau the need for a dormitory for women this information should be referred to Mr. Palmer's office.

Special Funds and Requirements under Which the Farm Security Operates

Occasionally the Farm Security may be asked to handle some housing project paid for under the Lanham Act (which allows 3 percent of the total spent on a project for provision of recreational facilities.)

The "duration dormitories", however, are not paid for out of the Lanham appropriation but out of a special fund administered by the Farm Security and provided for by the "Emergency Deficiency Appropriation Act of 1941 - Third and Fourth". Congress appropriated in two acts 5 million and 15 million dollars for temporary shelters where not provided locally in those areas with defense impacts.

These acts gave no authority for providing recreational or restaurant (or any eating) facilities. (However, some vending machines with Coca-Cola, etc. are or may be installed.)

Thus the Farm Security provides dormitories and furnishes and operates them. It does allow in the dormitories a certain lounge space for every 60 occupants. Beyond that, in regard to any recreational set-up it has a cooperative arrangement with Mr. McCloskey (director of recreation) in the Office of Defense Health and Welfare Activities, and with the U. S. O.

Mrs. Manderson said that the Farm Security is aware of various social problems in connection with the dormitory situation and would like to carry on more of a social program, but is prevented by its restrictions.

For example, there is very definite need also for a special trained nurse for dormitory occupants. As to the health situation, the plant management, concerned about keeping workers in good health, has been very cooperative about such matters.

An

emergency or first-aid room could be arranged for a dormitory if the plant management could provide a nurse's and doctor's services.

Mrs. Manderson thought in the future Congress might be willing to make a special appropriation to take care of certain necessary social practices. She stressed the fact that though the dormitory conditions did not necessarily measure up to ideal standards, neverthrless the people in the dormitories would without them be living under much worse conditions.

Plans of Dormitories

The same general demountable type of dormitory is used by the Farm Security for the "duration dormitories" in all cases -- the blue print plans (available in the Farm Security Administration) being the same for men and women. For the dormitories Mr. Palmer's office has set up minimum standards. The demountable type of building is used so that after the emergency in a particular locality it might be knocked down and used elsewhere.

A unit houses from 50 to 100 occupants, consisting generally of both single and double rooms. In some instances there are 36 double and 24 single rooms.

A unit is usually one-story with proper roof insulation, in the form of a cross with outside windows for all rooms. In winter the dormitory is heated with a furnace. Adequate bathing and toilet facilities (that is a shower to every 10 women and about the same ratio for toilets in conveniently located lavatories) are provided. No tubs are installed and no laundry facilities other than the wash bowls in the lavatories.

The lounge space consists of a general room for every 60 occupants. This room is furnished with davenports, writing desks, card tables, etc.

The bedrooms are equipped simply with the necessary furniture (metal variety), with a locker for each woman. Women's dormitories are equipped with curtains.

Provisions include first-class ~~boarding~~ rooming house service such as bed linen changed twice a week and individual towls daily.

Personnel Connected with Operation

There is a project director (a man) who is paid $2300 a year, and if the size of the project permits an assistant director)salary $1800). Where women are involved the aim is to have a woman as assistant director. These employees are drawn from Civil Service registers though at present there are no women available on these registers. Therefore it is permissable to use non-Civil Service women applicants (who may have to qualify afterward). Information as to special requirements for the woman assistant manager could be secured from Mrs. Manderson.

Maids are employed in the dormitories in the ratio of one maid to 50 beds. There is 24-hour a day and 7-days a week maid service. Some mention was made of a house mother for the woman's dormitory, who might be the assistant project director.

Rates charged

For single room -- $$5 - $7 a week

For Double room -- $3.50 - $5 a week per occupant

Other Policies

The Farm Security believes in and encourages self government by the occupants of dormitories and by workers in a definite industrial defense area such as those mentioned in this report.

In a dormitory if rules and regulations are self imposed and administered on a self-government basis the results are much more satisfactory.

, than if the project authorities assume complete responsibility for this phase of operation.

In the community there can be a project council made up of representatives from each dormitory. In Bremerton, for example, there is a tenants' association responsible for running the community with a monitor system and even a voluntary fire department. This association drew up the town's constitution.

In connection with the recreation program, some local self government also seems desirable. In connection with one enterprise each person was charged 10 cents a week.

Though no special effort has been made, according to Mrs. Manderson's knowledge, to bring in the Labor Council in connection with a recreational program in a community such procedure might be a desirable possibility she thought.

Trailers

The Farm Security is responsible for providing trailers for some emergency situations where workers' families are involved. There is always a woman (that is a wife or other relative of the working man) living in every trailer.

Enclosures are sent for your information and do not necessarily express the views of the Washington Housing Association

REPLANNING NEIGHBORHOODS FOR BETTER USE

NAHO NEWS
Vol.4, No.4

New York has enacted the first state legislation to facilitate a broad program for the redevelopment of blighted urban neighborhoods by private enterprise. The Merchants' Association of New York City was largely responsible for the drafting of the bill and the campaign for its enactment. Somewhat similar bills had been passed by the legislatures of New York and Michigan in 1940 and 1937 respectively but both were vetoed by the governors. Two neighborhood redevelopment bills (H.B. 237 and H.B. 179) are now before the Committee on Judiciary of the Illinois House of Representatives. The Utah legislature is also considering similar legislation.

GENERAL NATURE OF NEW YORK ACT

In general, the New York Act seeks to induce private enterprise to engage in the rehabilitation of blighted urban neighborhoods by offering special inducements and at the same time restricting their activity to assure its being in public interest. The balance of restrictions and privileges in the Act seems to represent the conclusion that the limited dividend housing corporation legislation was not broad enough and did not hold enough inducements for private enterprise to result in effective action and that neighborhood rehabilitation in blighted urban areas requires subsidy. The redevelopment corporations authorized by the Act may undertake work on sites now used in whole or in part for housing and may provide housing as part of the redevelopment plan, but neither of these conditions is required.

PRIVILEGES

Major privileges granted redevelopment corporations include: (1) immunity for ten years from the payment of any real property taxes in excess of those assessed against the property in the redevelopment area at the time redevelopment activities are inaugurated; (2) the exercise of power of eminent domain by the corporation, or by the local government on behalf of the corporation, after 51 per cent of the necessary property, by area and by value, has been acquired; (3) the right to the investment of funds by practically all types of public and private organizations or individuals acting either as principals or fiduciaries; and (4) the right to obtain public land by either sale or lease on consent of the governing body concerned.

RESTRICTIONS

The major restrictions imposed on redevelopment corporations are: 1 - Extensive conditions of initial approval by the local planning body as to: (a) location in a substandard or insanitary area, (b) the conformity of the proposed development with the master plan of the city, (c) the provision of adequate public facilities, (d) the desirability of suggested zoning or street changes as regards both the city in general and the protection of the development against blighting influences, (e) the assurance that there will be available for families on the redevelopment site dwelling accommodations of legally accepted standards at substantially the same rentals, either on the site or elsewhere. 2 - The approval by the supervising agency of the financial organization and operating plans of the corporation. 3 - The limitation of earnings tp 5 per cent during the period that tax privileges are enjoyed. 4 - Prohibition of the sale or lease of any property in the redevelopment project without consent of the supervising agency (the agency must approve sale or lease, however, unless it can be shown that it is for the purpose of evading the provisions of the Act). 5 - Liability to restrictions by either the planning body or the supervising agency regarding site plans, construction, equipment, or maintenance of the property, even though such restrictions may be more limiting than existing regulatory measures. 6 - Surrender of the special rights of redevelopment corporations unless approval of the redevelopment plan is secured within one year after the corporation has been established. 7 - The submission of full reports to the supervising agency not less than every six months.

GENERAL ADMINISTRATIVE PROVISIONS

The Act is applicable to all New York cities. Where a Board of Estimate exists, it shall act as the supervising agency. Where none exists, the local legislative body shall appoint, establish, or designate an agency or officer to exercise the necessary supervision. One member of a redevelopment corporation may be a designee of the supervisory agency as long as the corporation enjoys tax privileges. The New York State Division of Housing and the local housing authorities are authorized to assist redevelopment corporations and they may charge corporations for such assistance on the ba basis of its cost. There are extensive specific provisions governing the financial organization of redevelopment corporations, the computation of dividends, and procedures for the exercise of the power of eminent domain. Evidence of the insanitary, unsafe, or substandard condition of premises, or the illegal use thereof, or the enhancement of rentals from illegal use, are declared as admissible evidence in the determination of compensation in eminent domain proceedings. Thus it is apparent that the Act seeks to guard against "bailing out" owners of substandard properties.

NEED FOR EXPERIENCE

In the opinion of many housers, the new law merits serious and fair trial. Undoubtedly, a good deal of time will be required for the proper organization of supervising agencies and the working out of procedures that will permit redevelopment corporations to satisfy the many requirements for approval without making large expenditures that might be lost if approval is not secured.

Washington Housing Association
902 Barr Building
Washington, D. C.

5/22/41

63472 H

DEPARTMENT OF THE INTERIOR
UNITED STATES HOUSING AUTHORITY
Washington

USHA PRESS SECTION

FOR RELEASE UPON RECEIPT

To Accompany
Release No. 298

Data on

WASHINGTON, D. C.

Number of Family Dwelling Units:	912
Average Estimated Construction Cost of Dwellings per Family Unit:	$2,869
Total Estimated Cost of Project (including construction cost of dwellings, land, nondwelling facilities, architectural and overhead charges):	$4,732,000
Federal Loan (Not to exceed 90% of actual cost, term 60 years, interest 3¼%).	$4,258,000
Local Capital Participation:	10% of actual cost, most of which will be raised through the sale of bonds to private investors.
	The rentals, while not yet established, definitely will be within the reach of families of low income now living in substandard houses.

(more)

NEED FOR PUBLIC HOUSING AND SLUM CLEARANCE IN DISTRICT OF COLUMBIA:

(As gleaned in part from the Alley Dwelling Authority's application)

Approval of Washington's loan contract today marked the second offensive of the Alley Dwelling Authority, under the USHA program, against slums which have been described as equalling in sordidness and squalor those of any other American city.

Under the ADA's first contract, which was for $6,600,000 and approved November 29, 1938, four projects providing a total of about 1,257 dwelling units and having an estimated total development cost of $7,336,000, will get under way this summer.

The three projects provided for in the latest loan contract will provide about 912 decent living quarters for approximately 3,600 persons.

With completion of the seven projects provided for in the two loan contracts, and including the 274 dwellings in Langston, the PWA Housing Division development on Benning Road at 21st Street, N. E., the National Capital will have about 2,443 public housing units toward relieving an acute need for decent dwellings for low-income families and remedying slum conditions that have been notorious for sixty years.

This does not spell the end of the ADA's immediate program, however, since it still has $4,142,000 outstanding in earmarked USHA funds--sufficient for additional projects having a total development cost of about $4,600,000.

It is the intention of the Alley Dwelling Authority to provide different types of dwellings in the three projects, dependent upon their location.

The $4,258,000 loan to the Alley Dwelling Authority will defray 90% of the total cost of the projects (including construction cost of dwelling facilities,

(more)

nondwelling facilities, land, architectural and overhead charges and cost of slum buildings to be torn down) and is repayable in 60 years at the prevailing rate of interest.

The ADA will finance the balance of 10% of the development cost through the public sale of interest bearing notes.

Accompanying the loan contract is an annual contributions contract in which the USHA promises to make annual contributions up to a maximum of $177,451 or not more than 3-3/4% of the total development cost of the three projects. These annual contributions are to assure low rentals by bridging the gap between the economic rent necessary to maintain and operate the projects (including interest and amortization of the loan) and the actual rents which the lowest-income tenants will be able to pay. The annual contributions made by the USHA to assure low rents are to be supplemented by contributions from the Alley Dwelling Authority to bring rents still lower. The annual subsidies provided by the USHA will be in cash and the local contribution will be made through exemption of the projects from taxation.

The contract also contains assurances that there will be eliminated unsafe and insanitary dwelling units at least equal to the number of new dwellings to be provided in the projects in accordance with the "equivalent elimination" provision of the United States Housing Act.

The alley type of substandard housing which constitutes Washington's principal slum problem had its genesis during the pre-Civil War era when well-to-do families in the Capital provided their domestics with living quarters in the rear of the masters' mansions. This method of building dwelling places along alley thoroughfares gradually seeped down through the social and economic framework of the city with an attendant disregard for the stability of values or security of the dwelling places involved.

As the Capital's population skyrocketed and the city over-flowed in all directions from Capitol Hill, hundreds of "jerry-built" living quarters were thrown together pell-mell along alleys and other side-road thoroughfares.

Finally, in 1892 Congress forbade further construction of dwellings bordering on alleyways. Private owners and real estate operators read in the act an indication that alley dwellings some day would be outlawed, and so they allowed them to run down and degenerate into an appalling state of disrepair. During the years that followed, several laws designed to improve conditions were enacted, but it was not until June, 1934, that the Congress passed the Alley Dwelling Act in which Washington's alley slums are branded as "injurious to the public health, safety, morals and welfare".

The "ADA Act" declared it "to be the policy of the United States to protect and promote the welfare of the inhabitants of the seat of the Government by eliminating all such injurious conditions by employing all means necessary and appropriate for the purpose", and the Alley Dwelling Authority was created by executive order in October, 1934, to administer the Act.

John Ihlder, housing and city planning expert, was appointed Executive Officer, and under his able direction the ADA launched the first real offensive against the blight, despair and disease of the Capital's slums.

(more)

The ADA labored at first under serious handicaps because the law provided only for the reclamation of squares containing alley dwellings. Last June, however, Congress amended the Alley Dwelling Act so the ADA could extend its operations beyond alley squares, borrow from the Treasury for slum reclamation and borrow from the USHA for low-rent housing. The amendments dealing with USHA loans gave ADA the status of other public housing agencies for this purpose and so provided for ADA participation in the national program of the USHA.

ADA immediately asked for an earmarking of funds and Administrator Straus set aside $15,000,000 for the ADA pending the approval of formal loan contracts for USHA aid.

The ADA's application cited figures indicating that there is an acute shortage of decent homes at rentals within the reach of Washington's low-income families. At least 20,000 families of meagre means are said to be living in unfit, unsafe and insanitary dwellings within the District of Columbia. Approximately 8,000 of these families are Negro and 4,000 are white families occupying deplorable shacks and ramshackle hovels in the city's alley slum areas. The other 8,000 families, of whom 6,000 are Negro and 2,000 white, are in substandard dwellings scattered throughout other sections of the city.

Although residential construction in Washington during recent years has exceeded that in every other American city, except possibly New York and Los Angeles, this building has mainly benefited white families in the higher income brackets. For Negro families very little new housing has been built in the past few years even for those who can afford to pay fairly substantial rentals.

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One of the principal factors contributing to Washington's deplorable housing conditions has been the rapid growth in population of the District of Columbia as it kept pace with the expansion of governmental functions during the past 20 years. The population in 1910 was 331,069, but the sudden large scale broadening of Government activities that took root during the pre-war days of 1916, caused an almost overnight increase of more than 100,000 persons.

On July 1, 1937, the Bureau of the Census estimated the city's population to be 627,000.

Between 1920 and 1934, the number of dwelling units in Washington was increased by 53,204. Records show that in the same period the number of Washington families increased 74,361.

During the 20 years of active life, which was ended by court injunction in 1926, the District Board for the Condemnation of Insanitary Dwellings condemned 5,325 dwelling units and caused the actual demolition of 3,372, of which 1,125 fronted on squalid and disreputable alleys. Demolitions in recent years, however, have not reached such large proportions.

Asserting that "unless low-rent homes are constructed by the Alley Dwelling Authority there will continue to be a shortage of decent, safe and sanitary dwellings for families of low income in Washington," the ADA's application stressed these salient points:

> At least 8,000 dwellings in the District are in need of major repairs, or are totally unfit for human habitation.

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Investigation of a number of cheap rooming houses which provide shelter for many of the city's families showed a "high degree of overcrowding, poor plumbing facilities, and a great infestation by rats and insects". As typical of these conditions, one building with seven rooms was found to house 32 occupants, of whom 20 were children, while another housed 37 persons, including 16 children, in 13 rooms.

Alley dwellings almost invariably have rotten flooring, broken plaster, dilapidated and dangerous stairs, and possess neither indoor toilets nor running water.

Conditions such as these were regarded as one of the chief causes contributing to Washington's extraordinarily high death rate from tuberculosis. During 1937 the Capital ranked fourth among 46 cities having a tubercular death rate in excess of 32 persons per 100,000 population. With a total of 593 deaths from this cause during 1937, the rate in Washington was 98 per 100,000 population as against an average of 53 deaths per 100,000 for the entire United States.

Describing "the heart of Washington's slums", which lies on both sides of the north-south axis of the Capitol and extends across the older sections of the city from Florida Avenue to the confluence of the Potomac and Anacostia Rivers, the Alley Dwelling Authority stated:

"Within this one particular section of the city comprising about three square miles, or less than 5% of the entire land area of the District, there dwells approximately 15% of the District's population. Almost 30% of the entire Negro population is housed within this section.

"This core of slum neighborhoods is by no means the only decadent area within the District; the city has many such neighborhoods in outlying sections. But all the typical elements of slum living -- and slum dying -- are to be found in this one central section which is the heart of Washington's slums.

"On the basis of a Real Property Inventory, this single slum area contains approximately 40% of all the structurally deficient buildings in the District and almost 40% of all the dwelling units which are without indoor toilet or indoor water supply. It is significant that 48% of the District's alley dwellings are located in this comparatively small section of the city while the area is inhabited by a total of 67,534 persons.

"Many of the squares in this belt have rotted from the heart outward, because of the alley dwellings cutting through their middle. Likewise these inhabited alleys have caused families of more fortunate economic status to move from the old sections of Washington to new residential areas, the old homes gradually declining in sale and rental value until they were absorbed in a slum neighborhood.

"Few, if any, of the older neighborhoods of Washington are entirely free of slums, due to the wide radius in which the inhabited alleys occur. If we add to the central slum area's record the data for other inlying and outlying tracts in which slum areas are known to exist, it is possible to account for 60% of the District's dilapidated structures, of which 61% are without running water, 43% without indoor toilet and 58% of the dwellings without furnace heat."

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Figures emphasizing the price a city must pay to maintain its slums, based upon a survey by the Washington Council of Social Agencies in the four worst census tracts of the ten which comprise the core of Washington's slums, were cited by the Alley Dwelling Authority.

Although these four tracts, exclusive of public parks and reservations, comprise only 2.25% of the net land area of the District, they contain more than 21% of all the city's residential structures which need major repairs or are utterly unfit for human use; nearly 23% of all dwellings that are without indoor toilets and nearly 22% of all those which do not have inside running water.

These four slum tracts in which live only 44,000 persons or about 7% of the entire population of the District, were analyzed by the Alley Dwelling Authority in its application, and here are the figures cited by the ADA to show their economic and social drain upon the city as a whole:

> The general death rate in 1936 in these slum areas was 22.6 per 1,000 persons as against a rate of 14.69 per 1,000 persons for the District as a whole. Thus 11% of all the deaths in the District occurred in a slum area housing but 7% of its population.
>
> Nearly one fourth of all deaths from tuberculosis in Washington — 23% to be exact — occurred in these slums which cover only one fortieth of the city's land area and house about 44,000 members of its population. The tuberculosis death rate in these sections was 329.4 per 100,000 population, as against a city-wide rate of 106.9 per 100,000. In other words, out of a total of 670 deaths from the "white plague" in the entire city during 1936, about 150 were within the boundaries of the death-dealing slum zones.

The infant mortality rate was 140 per 1,000 live births, contrasted with a District overall rate of 72 per 1,000.

Furthermore, this area with its 7% of the city's population, in a single year produced more than 32% of all of the city's registered cases of social diseases, nearly 12% of all local cases admitted to the Government Hospital for the Insane; nearly 19% of all the children committed to institutions or placed on probation by the Juvenile Court.

In pointed comment upon these figures, the Alley Dwelling Authority asked: "Can there be doubt that this relatively small area of decaying, obsolete houses, tenanted in the main by families of low income, is abnormally prolific in its breeding of crime, juvenile delinquency, disease and death?"

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OFFICE FOR EMERGENCY MANAGEMENT

Division of Defense Housing Coordination

For immediate release
June 10, 1941 DH 117

High government officials, including Vice President Henry A. Wallace, will lead discussion in a "National Housing Inventory" with emphasis on problems arising from defense housing at the convention of the National Committee on the Housing Emergency June 11 and 12 at the Mayflower Hotel, Washington, D. C.

Mrs. Samuel I. Rosenman of New York City is Chairman of the Committee.

The National Committee on the Housing Emergency is a citizens group made up of people interested in both private and public housing programs and in the efforts of the government to provide adequate living accommodations for workers in defense industries.

The conference will open at 9:30, Wednesday, June 11, and the morning session will continue through 12 Noon with speakers appearing in the following order:

Mrs. Rosenman, "The Purposes and Objectives of the Inventory"; William S. Knudsen, Director General, Office of Production Management, "The Importance of Housing in the Defense Production Program"; Charles F. Palmer, Coordinator of Defense Housing, "Accomplishments and Obstacles in the Defense Housing Program"; and H. Stewart McDonald, Deputy Federal Loan Administrator and former FHA Administrator, "The Job of Private Enterprise in Supplying Housing for Defense Workers".

The afternoon session on Wednesday will last from 2 to 5, with speakers appearing in the following order:

Herbert U. Nelson, Executive Vice President, National Association of Real Estate Boards, and James Twohy, Governor, Home Loan Bank Board, both speaking on "The Sales Market"; Earl B. Schwulst, Executive Vice President, Bowery Savings Bank, New York City, "The Rental Market and Investment Housing"; Robert L. Davison, Director of Housing Research, Pierce Foundation, and Lawrence G. McNeil, President, McNeil Construction Company, will both discuss technological progress in housing.

The Thursday morning session will begin at 9:30 and last through 12:30, with speakers appearing in the following order:

John M. Carmody, Federal Works Administrator, "Building for Groups which Private Enterprise is not Supplying"; Mayor Cornelius D. Scully of Pittsburgh, "The Housing Problem and Programs from a Community Standpoint"; Coleman Woodbury, Director, National Association of Housing Officials, "Coordination of Government Programs and Cooperation with Private Enterprise"; and Karl Borders, Chief of Rent Section, Office of Price Administration and Civilian Supply, "The Maintenance of Fair Rents".

The Thursday afternoon session will be devoted to summarizing discussion.

Vice President Wallace will close the session at a dinner meeting beginning at 7 PM with an address on "Housing for the Nation's Defense, Present and Future".

The Committee which will make a report on recommendations for consideration by the National Committee on the Housing Emergency is composed of Hugh Pomeroy, Chairman, Harold S. Buttenheim, Thomas S. Holden, H. Tracy Kneeland, Loula Lasker, Albert Mayer, and Coleman Woodbury.

COPY

WASHINGTON HOUSING ASSOCIATION
902 BARR BUILDING
WASHINGTON, D.C.

October 31, 1941.

Mrs. Franklin D. Roosevelt
The White House
Washington, D.C.

Dear Mrs. Roosevelt:

In a letter written August 15, 1941 to you, there were enclosed two sheets of comments on the Housing Situation in Washington. Item 5 referred to the dormitory for girls.

The informal committee referred to in that item - Miss Mary Robinson and Miss Louise Stitt of the Women's Bureau; Miss Edith Rockwood, Children's Bureau, also a member of our Board; Miss Elsa Peterson and Miss Irene Dickson of the YWCA - have had several meetings to discuss the situation.

We are concerned because we feel that the needs of the low-salaried girl will not be met adequately by what is being planned. It is not $30 rooms but $20 rooms that are needed. There is an adequate supply of the higher-priced rooms at the Housing Registry of the District of Columbia Defense Council.

We believe that government loans should be used for self-liquidating housing but not for profit making.

Mr. Jesse Jones recently announced a 750-unit dormitory for girls at Meridian park. We understand the contract has been let to a New York firm. We feel that large segregations of young women are not desirable. The experience of the large hotels for women or for men in New York City, such as the Pan Hellenic, the Barbizon, the A.W.A. and the Men's Fraternity Club indicate that such segregations by sex are not socially or economically sound. These hotels have changed to mixed occupancy.

Our discussions have led us to conclude that smaller units of not over 250 girls are more desirable. Also that if a large project is necessary, it should have mixed occupancy. There are hundreds of young men having an equally hard time finding room and board at a cost they can afford. They, as do the girls, eat haphazardly in drugstores because they pay too much for the rooms they rent. They attend college at night, which makes it very difficult for them to live in a boarding house, because the dinner hour conflicts with the class hours.

I am sending you this information to be used in any way it seems best to you.

Sincerely,

For release
Saturday afternoon, August 16
morning papers thereafter.

U. S. DEPARTMENT OF LABOR

(12345)

DWELLING UNITS PROVIDED IN THE NONFARM AREAS OF THE UNITED STATES
FIRST HALF 1941

There were 319,000 dwelling units provided in nonfarm areas of the United States during the first half of 1941, an increase of 31 percent over the corresponding period of 1940, Secretary of Labor Perkins reported today (Saturday). "The number of dwelling units constructed during the first half of this year was greater than during any similar period since 1929 and exceeded the number of dwelling units provided during each of the calendar years 1930 to 1937," she said. "It is estimated by the Bureau of Labor Statistics of the United States Department of Labor that the permit valuation of the new dwellings erected during the first six months of 1941 reached an aggregate of approximately $1,116,000,000. The nonfarm area of the United States is defined by the Bureau of the Census as including all incorporated places, and all unincorporated places except farms.

"Projects financed with public funds during the first half of the current year included 53,671 units, or 17 percent of the nonfarm total," Miss Perkins stated. "Of this total, 39,982 units were designated for the use of families of defense workers and of officers and enlisted men. The total of all new defense housing units in the United States paid for with public funds now stands at 63,767. The remaining 13,689 publicly financed projects during the first half of 1941 were in non-defense U.S.H.A. projects. During the first 6 months of 1940, 21,416 units, approximately 9 percent of the total number were publicly financed. All of these were in U.S.H.A. projects.

"All city-size groups, and the rural nonfarm area as well, experienced increases in number of new dwelling units during the first half of the current year as compared with the corresponding period of last year. The largest percentage gains were shown in the smallest sized cities and the rural nonfarm area, the smallest, 18 percent, in cities of over 500,000 population.

"One-family dwellings comprised approximately 82 percent of the first half 1941 nonfarm total, 2-family dwellings accounted for 6 percent, and apartment houses for 12 percent. During the first half of 1940, the composition of the new dwelling unit total was 78 percent, 1-family; 7 percent, 2-family; and 15 percent, apartments."

Estimated Number of Dwelling Units Provided by New Housekeeping Construction in Nonfarm Areas of the United States During the First 6 Months of 1941 and 1940 by Population Group and Type of Dwelling

Population group (1940 Census)	All types		1-family dwellings		2-family dwellings 1/		Multifamily dwellings 2/	
	First 6 months of --							
	1941	1940	1941	1940	1941	1940	1941	1940
Total nonfarm........	318,808	242,749	261,689	189,562	18,176	16,230	38,943	36,957
Percentage change....	+31.3	--	+38.0	--	+12.0	--	+5.4	--
Total Urban..........	227,439	182,009	175,346	133,095	15,548	13,583	36,545	35,331
Cities of:								
500,000 and over...	55,573	46,943	29,844	24,034	4,207	2,941	21,522	19,968
100,000 to 500,000.	48,952	39,718	37,759	27,951	4,223	4,396	6,970	7,371
50,000 to 100,000..	22,961	18,711	17,996	14,528	2,370	2,077	2,595	2,106
25,000 to 50,000...	27,188	20,845	23,703	17,108	1,460	1,424	2,025	2,313
10,000 to 25,000...	34,844	26,017	31,216	22,698	1,981	1,375	1,647	1,944
5,000 to 10,000....	21,528	17,899	19,890	15,886	793	810	845	1,203
2,500 to 5,000.....	16,393	11,876	14,938	10,890	514	560	941	426
Rural nonfarm.......	91,369	60,740	86,343	56,467	2,628	2,647	2,398	1,626

1/ Includes 1- and 2-family dwellings with stores.
2/ Includes multifamily dwellings with stores.

A comparison of new family-dwelling units in each population group is shown by source of financing in the following table for the first half years of 1941 and 1940:

Estimated Number of Dwelling Units Provided by New Housekeeping Construction in Nonfarm Areas of the United States During the First 6 Months of 1941 and 1940, by Population Group and Source of Funds

Population group (1940 Census)	Total		Source of Funds			
			Private		Public	
	First 6 months of --					
	1941	1940	1941	1940	1941	1940
Total nonfarm..........	318,808	242,749	265,137	221,333	53,671	21,416
Percentage change......	+31.3	---	+19.8	---	+150.6	---
Total Urban............	227,439	182,009	191,097	160,593	36,342	21,416
Cities of:						
500,000 and over....	55,573	46,943	49,983	42,161	5,590	4,782
100,000 to 500,000..	48,952	39,718	36,220	28,245	12,732	11,473
50,000 to 100,000...	22,961	18,711	18,666	16,648	4,295	2,063
25,000 to 50,000....	27,188	20,845	21,263	18,937	5,925	1,908
10,000 to 25,000....	34,844	26,017	30,140	25,115	4,704	902
5,000 to 10,000.....	21,528	17,899	19,969	17,611	1,559	288
2,500 to 5,000......	16,393	11,876	14,856	11,876	1,537	0
Rural nonfarm..........	91,369	60,740	74,040	60,740	17,329	0

Approximately 32 percent of all privately financed dwelling units during the first half of 1941 were in cities of 100,000 population or over, 40 percent in urban places of less than 100,000 population, and 28 percent in rural nonfarm areas. These relationships show no important change since the first half of 1940. Defense housing needs, however, have radically altered the distribution of public projects. During the current period, 34 percent of the publicly financed units were in cities of over 100,000 population, 34 percent in smaller urban places, and 32 percent in rural nonfarm areas. During the first half of 1940 all publicly financed units were in urban areas, three-quarters of them being in cities of over 100,000 population.

The estimated number of new dwelling units provided in the nonfarm area of the United States during the first 6 months of 1941 and 1940 is given below by geographic division:

Estimated Number of Dwelling Units Provided by New Housekeeping Construction in Nonfarm Areas of the United States during the First 6 Months of 1941 and 1940, by Geographic Division and Type of Dwelling

Geographic division	All types		1-family dwellings		2-family dwellings 1/		Multifamily dwellings 2/	
	First 6 months of --							
	1941	1940	1941	1940	1941	1940	1941	1940
All divisions.........	318,808	242,749	261,689	189,562	18,176	16,230	38,943	36,957
Percentage change.....	+31.3	---	+38.0	---	+12.0	---	+5.4	---
New England...........	17,686	9,347	13,150	7,717	1,145	704	3,391	926
Middle Atlantic.......	48,539	40,317	33,143	20,720	2,817	1,805	12,579	17,792
East North Central....	57,394	39,233	51,506	35,470	2,532	2,564	3,356	1,199
West North Central....	17,946	15,928	15,512	14,580	888	525	1,546	823
South Atlantic........	62,905	42,866	49,990	32,668	3,828	3,594	9,087	6,604
East South Central....	16,198	13,321	14,030	10,440	1,867	2,020	301	861
West South Central....	26,313	24,660	23,446	19,894	1,956	2,144	911	2,622
Mountain..............	9,843	9,869	8,778	8,396	378	474	687	999
Pacific...............	61,984	47,208	52,134	39,677	2,765	2,400	7,085	5,131

1/ Includes 1- and 2-family dwellings with stores.
2/ Includes multifamily dwellings with stores.

Except for the Mountain States, where the level remained approximately the same all sections of the country showed greater residential construction activity during the first half of 1941 than during the same period of 1940. These increases ranged from a 7 percent gain in the West South Central States to an 89 percent increase in New England. The largest gains in terms of number of units were in the South Atlantic, East North Central, and Pacific States. These sections also lead in the total number of new dwelling units provided.

The following table presents for the first quarters of 1941 and 1940 the number of nonfarm dwelling units in each geographic division financed with private and public funds:

Estimated Number of Dwelling Units Provided by New Housekeeping Construction in the Nonfarm Areas of the United States During the First 6 Months of 1941 and 1940, by Geographic Division and Source of Funds

Geographic division	Total		Source of Funds			
			Private		Public	
	First 6 months of --					
	1941	1940	1941	1940	1941	1940
All divisions.........	318,808	242,749	265,137	221,333	53,671	21,416
Percentage change.....	+31.3	--	+19.8	--	+150.6	--
New England..........	17,686	9,347	10,054	8,180	7,632	1,167
Middle Atlantic.......	48,539	40,317	39,950	35,933	8,589	4,384
East North Central....	57,394	39,233	50,889	36,323	6,505	2,910
West North Central....	17,946	15,928	15,696	15,656	2,250	272
South Atlantic........	62,905	42,866	49,392	37,926	13,513	4,940
East South Central....	16,198	13,321	13,507	10,653	2,691	2,668
West South Central....	26,313	24,660	22,851	20,864	3,462	3,796
Mountain.............	9,843	9,869	9,037	9,094	806	775
Pacific..............	61,984	47,208	53,761	46,704	8,223	504

Although the East North Central and South Atlantic States made the greatest gains during the first half of 1941 as compared with last year, the Pacific region retained its leadership in terms of total new privately financed units. The South Atlantic States, with 13,513 new publicly financed units during the current period, led all areas. The Middle Atlantic, Pacific, and New England States, with approximately 8,000 new public units each, were next in importance.

The estimated permit valuation of new housekeeping construction in nonfarm areas during the first 6 months of 1941 is shown in the following table by geographic division:

Estimated Permit Valuation of New Dwellings in Nonfarm Areas of the United States During the First 6 Months of 1941, by Geographic Division and Type of Dwelling

Geographic division	All types	1-family dwellings	2-family dwellings 1/	Multifamily dwellings 2/
All divisions........	$1,116,396,000	$957,339,000	$45,503,000	$113,554,000
New England..........	71,268,000	55,972,000	3,442,000	11,854,000
Middle Atlantic......	197,861,000	145,899,000	8,914,000	43,048,000
East North Central...	255,195,000	235,372,000	8,967,000	10,856,000
West North Central...	61,037,000	53,021,000	2,703,000	5,313,000
South Atlantic.......	194,693,000	165,343,000	7,771,000	21,579,000
East South Central...	35,785,000	32,571,000	2,666,000	548,000
West South Central...	69,544,000	64,389,000	3,479,000	1,676,000
Mountain.............	28,705,000	26,538,000	986,000	1,181,000
Pacific..............	202,308,000	178,234,000	6,575,000	17,499,000

1/ Includes 1- and 2-family dwellings with stores.
2/ Includes multifamily dwellings with stores.

The aggregate permit valuation of the 319,000 new nonfarm dwelling units is estimated at $1,116,000,000. This is an increase of 35 percent over the $827,000,000 estimate for the first half of 1940. One-family dwellings accounted for $957,000,000, or 86 percent of the current total; 2-family for $46,000,000, or 4 percent; and apartment houses for $114,000,000, or 10 percent. The highest permit valuations were shown in the East North Central States, where the aggregate was $255,000,000. Other geographic divisions where permit valuations were more than $100,000,000 were the Pacific, with $202,000,000, the Middle Atlantic, with $198,000,000, and the South Atlantic, with $195,000,000.

Permit valuations in each geographic division are shown by type of financing in the following table:

Estimated Permit Valuation of New Dwellings in Nonfarm Areas of the United States During the First 6 Months of 1941, by Geographic Division and Source of Funds

Geographic division	Estimated Permit Valuation		
	Total	Private	Public 1/
All divisions..............	$1,116,396,000	$947,684,000	$168,712,000
New England...............	71,268,000	45,204,000	26,064,000
Middle Atlantic............	197,861,000	168,784,000	29,077,000
East North Central.........	255,195,000	234,537,000	20,658,000
West North Central.........	61,037,000	53,371,000	7,666,000
South Atlantic.............	194,693,000	155,306,000	39,387,000
East South Central.........	35,785,000	28,033,000	7,752,000
West South Central.........	69,544,000	59,467,000	10,077,000
Mountain..................	28,705,000	26,227,000	2,478,000
Pacific...................	202,308,000	176,755,000	25,553,000

1/ Contract values

BOARDING & LODGING-HOUSES -- PRIVATE ROOMS

Standards and Regulations

Recommendations

I. Licensing

II. Relation to Room Registries

    A. Registration
    B. Inspection By whom
                  How often
    C. Association
    D. Booklet of information procedures
        a. Suggestions as to
            1'. Proprietors' practices
            2'. Tenants' practices

III. Rent

    A. Amonnt
        1. Boarding houses
        2. Lodging houses
        3. Private rooms
    B. Control
        1. Commission or other agency

IV. Premises

    A. General
        1. Proprietor
        a. Personal qualifications
        b. Relation with tenants
            1'. Business

- a'. Bills and receipts
- b'. Notices for leaving
- 2' Personal Supervision
  - 1' Coming and going of tenant
- 2. Available facilities for --
  - a. Laundry
  - b. Toilet and bath
    - 1'. Location
    - 2' Number of persons using facilities
- C. Drinking Water
- D. Facilities for entertaining guests, or other recreation
- E. Meals (in boarding houses)
  - 1' Deductions for meals misses
    - a'. If ample notice given
- B. Rooms
  - 1. Number in a room in relation to size
  - 2. Arrangements
    - a. Use of studio counh
    - b. Closet space
    - c. Attractive but inexpensive furnishings
- C. House rules
  - 1. Set up by proprietor
  - 2. Self government by tenants

"Mrs. Shafer has no word
from Miss Anderson as yet
She does not think she
is through with the
material" Miss Buchanan

November , 1942

Decent, adequate housing for young women in war work away from home, supplied at prices they can afford to pay, is a vital concern for each of us.

It is one of the foremost duties of the Women's Bureau, which was created by Congress soon after World War I to promote the welfare of employed women, and has had our consistent attention during World War II through advisory conferences, field work, and published material. The Bureau's bulletin No. 190, "Recreation and Housing", issued March, 1942, is widely used by governmental housing agencies and by citizen's organizations, as a serviceable handbook on standards, policies, and procedures in supplying adequate living facilities for women war workers.

By organic principle your group is committed to social responsibility for "the stranger within your gates". For both of us, the immediate discharge of this joint responsibility is a direct contribution in hastening the defeat of our ruthless enemies.

You may have given earnest attention already to this housing problem in your community and reached a solution. In that event, will you tell us how you did it? Your experience may help some other community over the same hard spot.

But if you are still puzzling over it, and would like to have the benefit of others' experience, perhaps we can help each other. One method of extending desirable housing facilities is to encourage more women to operate select boarding homes for girls. "Select" in this sense means approved by responsible community representatives for respectability, sanitation, and cleanliness.

(Draft of letter to church organization leaders)

November , 1942

Dear ______________:

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Encouragement from the Federal Government is in several practical forms. If conversion of a building is necessary, the Federal Housing Administration, through Homes Use Services, offers technical advice on plans and estimates; then the owner may qualify for a financial loan, if this assistance is desired.

Informational service is obtainable from the Women's Bureau. It will supply free folders suggesting minimum standards of services for first-class boarding homes, and offering practical suggestions for the efficient management of such establishments.

Another Bureau folder, entitled "War Time Reminders to Women Who Work" is available. This publication aims by initial and "refresher" methods, to promote better relationships betweew landladies and guests in war-work areas. Its usefulness depends on its reaching as quickly as possible the two groups for whom it is intended. Women's organizations can place the material effectively through their knowledge of existing boarding-homes and young women war workers who must be housed in their localities.

Distribution can be made through room registry offices, war plant personnel offices, young people's groups in churches, etc. If there is a local Federal Housing Administration office, or office of Defense Health and Welfare Service, consultation with the official in charge may help to coordinate community efforts and energies in this field.

Then what can be done with a community program to sponsor and to some extent supervise the operation of approved boarding homes, selection being made on the basis of attained standards of at least minimum services? Should there not be permanent lists of such accommodations for young women in business and industry, to be incorporated later in a nation-wide association by means of which standards of service could be maintained and improved methods of operation developed? This effort would especially aim for better housing of girls in the lower-pay brackets, and those in industrial and service occupations.

May we have an expression from you on the points we have raised?

Very truly yours, Mary Anderson, Director

Interview with Miss Flanders, Assistant Director, Homes Registration Office
1400 Pennsylvania Avenue - Telephone, RE 1086 Ext. 781

By Sara L. Buchanan, of Research Division, Women's Bureau
U. S. Department of Labor

August 13, 1942 10 a.m.

Homes Registration office grew out of the Defense Council Registry of Housing, set up by the District Government, on Pennsylvania Avenue, N.W. across from the Munsey Building. Now under the National Housing Agency, and financed throught it. It lists living accommodations in private homes, apartments, rooming and boarding houses, for individuals; also houses and apartments for family groups. It has listings for both transient and permanent applicants. Transients usually from 1 day to 2 weeks. Most of the listings are taken by telephone; data put on form cards. Cards put into Inspectors' file as made up. Assigned to inspectors next morning, by census tracts; personal visits to premises by inspectors, reports made on the form cards which must be fully checked. When turned in at the office, Miss Flanders reviews them and marks whether "M.S." (Minimum Standards), or "Not M.S." - the standards being those set up by the District of Columbia Rooming House Code of May 20, 1942. The listings marked "M.S." are classified according to location, with sub-classifications as to price, type, etc., for reference by counter clerks receiving applications for housing.

Applicants come in person, often direct from Union Station or bus terminals, where Traveller's Aid personnel has given directions about the Homes Registry Office.

Careful, patient effort is exercised by the counter clerks to supply young women who apply for accommodations with suitable listings, giving special attention to neighborhood and transportation. Two listings are given; these are checked by a supervisor who knows the city and transportation routes. The girl is given written instructions how to reach the places, and both landlords are called by phone to make sure the vacancy exists, that someone will be at home, and to notify of the applicant's coming. If the applicant takes either of the places, she is asked to mail in a postage-free card, so the vacancy may be removed from the listing file. If neither is satisfactory, applicant may return for others, until satisfied. If complaints are made after tenant locates, other listings will be supplied. Percentage of complaints small.

Ten paid inspectors, gradually trained into their work, certified by, but not under Civil Service, compose present staff. Salaries around $1,400 per year. Some others probably will be employed.

Paid inspectors were found necessary for efficient and trustworthy service. Volunteers not satisfactory, as turnover large, little training possible, considerable irresponsibility. Would not make necessary effort or incur necessary expense to cover ground. Some few were reliable and did good work.

The area covered includes mainly the District of Columbia, and immediately adjoining areas in Virginia. There are registration places in Alexandria and Arlington for the Virginia territory; none in Maryland area adjacent. Inspections are limited to D. C. locations.

The Alley Dwelling Authority is a District agency, but now part of the Federal set-up. Much of tenement housing for colored had been torn down by the time war declared in December, 1941, so serious shortage for colored workers made necessary to rush defense public housing for them.

Number of listings run 200-250 a day, large number - probably half - prefer new tenants. Some prefer women. Usually want all of one sex. Sometimes hard to place couples.

District government requires registration of lodging or rooming houses where 4 or more paying occupants accommodated.

The scale of rentals to be charged for accommodations is not fixed; the subject is under consideration, much discussion, and confusion as to how such a scale shall be arrived at, whether based on accommodations furnished, or ability of tenant to pay, or a combination of these factors, etc.

Interview with Mr. Roy Miller, Director, Homes Registration Office,
1400 Pennsylvania Avenue
Tel. Re. 1086, Ext. 780

Date: August 13, 1942, 11 a.m.

By Sara L. Buchanan, Research Division, Women's Bureau, U. S. Department of Labor

This office has listings for transient and permanent applicants. Transients handled by branch of Washington Board of Trade in U. S. Information Building. Lists hotels, tourist homes, for transients.

Traveller's Aid at Union Station 24 hours per day, bus terminal 18 hours a day to direct incoming applicants to Homes Registration Headquarters.

Registration for admission to Public Housing Units may be handled here, such as dormitories, family housing units from F. H. A. A pooled management section is under consideration, acting for Federal Public Housing Authority, Alley Dwelling Authority, Public Buildings Administration, which would be represented in this office.

A shortage in permanent family housing accommodations continues. Especially in furnished apartments, for which demand is greatest. Homes Registration Office has a "backlog" of rooms for rent - not under 3,000 during past year. Listings run about 6,000 a month. Had 5,200 requests for rooms the past month. Rooms available in Washington, extending into third alphabet streets.

Region 3 includes Washington City, Maryland, Virginia, Delaware. It is the only one financed by Federal Government. Other regions financed either by county, city, or industries having government contracts. A number of such industries are doing good work in housing registries, because they recognize the value of contented employees. W.P.A. has in the past supplemented with some funds, but usually supplies personnel. As W.P.A. reduced, this arrangement not possible. For instance, the Alexandria and Arlington offices may be closed, and registration for these areas handled through Washington office; conference tomorrow to decide the matter. The President's Emergency Fund is available through the Nation al Housing Agency.

Coordinated effort of various federal, District, and private agencies in dealing with local housing problems is attempted through a monthly meeting of representatives from at least the following:

D. C. Sanitation Division
Alley Dwelling Authority (D.C.)
Washington Real Estate Board
Building Trades Association
Operative Builders Association
Federation of Civic Associations (D.C.)
Civilian Mobilization (D.C.)
Traveller's Aid
Washington Board of Trade

National Housing Agency, Region 3
  Homes Registration Office
War Production Board
War Manpower Commission
Federal Public Housing Administration
  Management Section, dormitories, group housing
Civil Service Commission

This Advisory Personnel Administration Committee grew out of the D. C. Commissioners' Sub-committee on Housing, set up in 1941. The chairman is Mr. John Beilley, of Second National Bank. Meetings are on the second Monday of each month, at 4:30 p.m.

At the August meeting, Mr. Frank Bressor, Civil Service Commission representative, stated that job appointees are coming in at the rate of about 6,000 a month; about 53 percent men, 47 percent women. No information in advance of appointee's arrival as to whether he or she is coming alone or bringing a family, if any. Civil Service has prepared and sends out to appointees who are coming to Washington, a leaflet giving information about housing accommodations, and urging the appointee to come alone, and find living quarters before bringing a family.

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OPA-130

OFFICE OF PRICE ADMINISTRATION

For Immediate Release
Monday, June 29, 1942

Rents for all living quarters in defense-rental areas containing one-fifth of the nation's population were ordered reduced and stabilized today by Price Administrator Leon Henderson.

Maximum rent regulations, effective **Wednesday**, July 1, were issued for 54 defense-rental areas cutting rents back to levels prevailing on January 1, 1941 in 7 areas, April 1, 1941 in 27 areas, July 1, 1941 in 6 areas, and March 1, 1942 in 14 areas.

The Price Administrator also announced the appointments of the Area Rent Directors who will administer the regulations.

Maximum rent regulations were issued also for the extended portions of 10 of the 20 areas brought under Federal regulation on June 1. These ten areas were increased in size by designations of April 28.

"This is the largest move taken yet to bring relief from inflated rents," Mr. Henderson said. "But I want to say this at once: We have not stopped yet. The 60-day waiting period set up by the Emergency Price Control Act has expired in 248 other defense-rental areas. Because they were not included in this action we are taking today does not mean that we do not intend to act in any single one of them. We will make rent control effective in any one of those areas as soon as conditions warrant, and as soon as we can recruit sufficient personnel, and open offices to administer Federal rent regulation. How soon this will be I can not say at this time. However, I want to say to the people in those areas that we will get to your rents just as fast as you need us."

Five areas where recently OPA indicated it expected to institute Federal rent control were not included in today's action. The areas are: Mineral Wells, Texas; Flint, Michigan; Charleston, South Carolina; Gainesville-Starke, Florida; and Louisville, Kentucky. Preliminary investigations in these areas indicated in general that substantial compliance to the Price Administrator's recommendations of April 28 had been made. Further inquiry will be undertaken during the month to determine whether Federal rent control should be established. The Office of Price Administration is prepared to make maximum rent regulations effective as soon as the present trend reverses itself.

In the meantime, the Area Rent Directors for these five areas will maintain small offices, and will continue to follow the movement of the local rent situation.

Other OPA action today included an amendment to the maximum rent regulation for housing accommodations other than hotel and rooming houses issued for the first 20 areas brought under Federal control June 1. This amendment extends the period of registration -- now under way in those areas -- to July 15. The original period for registration ended July 1.

Another amendment to the same regulation brought the provision dealing with public owned housing into conformity as to language with the same section in the regulations for hotels and rooming houses.

(OVER)

The 54 defense-rental areas brought under Federal control today range in population from the Chicago area with a 1940 population of 4,418,122 to San Luis Obispo, California with a population of 33,246. Included are such cities as Dayton, Ohio; Indianapolis; San Francisco; Springfield, Mass.; St. Louis; Newark; Jersey City; Philadelphia; Pittsburgh; and San Antonio, Texas. Counting Baltimore, Maryland, announced last week, Federal control of rents is extended to areas housing 26 million persons. In the first 20 areas brought under Federal regulation the population is 9 million, making a total of 35 million persons living in areas under Federal rent control.

With the issuance of maximum rent regulations for these new areas tenants are to pay as their July rent the same rent the quarters they are now living in---house, apartment, hotel, room---were bringing on the maximum rent date for their respective areas. Exception to this general principle comes where those quarters have undergone a substantial change brought about by a major capital improvement.

Maximum rent regulations, issued in two parts, one for hotels and rooming houses, the other for housing accomodations other than hotels and rooming houses, call for registration by landlords of all rental properties either rented or offered for rent by midnight of August 15.

Dates for the beginning of this registration will be announced locally.

The registration statement for housing accomodations other than hotels and rooming houses is made in triplicate. In the statement the landlord is required to list the rent the property was bringing on the maximum rent date, and on other dates if that rent is now different. The landlord is also required to check off the equipment and services he was providing on the date by which he determines the maximum legal rent.

The original of this statement, printed in blue, remains on file in the Area Rent office. One copy, printed in red ink, is sent to the landlord after it has been reviewed by the Area Rent Director. The other copy, printed in green ink, is sent to the tenant.

In cases where the registration statement is filled out incorrectly, or is illegible, it is marked void and returned to the landlord. With the statement is sent a form explaining where the landlord is in error. He must then obtain another statement and bring it in line.

When the reviewed and dated statement is sent the landlord, he is to keep this statement as his record of correct registration. In future rentings the landlord is required to show the new tenant the Registration form, and have him sign it on the reverse side. Within five days of renting to a new tenant, the landlord is required to send to the Area Rent Office a Change of Tenancy notice.

Instructions to the tenant are also carried on the reverse side of his copy of the statement. He is told to pay no more rent than the maximum legal rent as stated in the section marked by a heavy arrow, unless otherwise notified by the Area Rent Director. If the tenant disagrees with any of the statements made by the landlord in the form, the tenant is to list the points on which he disagrees on the reverse side of his statement and return it to the Area Rent Office. The tenant is also told that he cannot be evicted for refusing to pay more than the maximum legal rent, and that "Any agreement by you (the tenant) to give up the benefit of any provision of the Maximum Rent Regulation is void."

Registration of hotels and rooming houses takes a different form. This registration will be made in duplicate. Again the original remains on file in the Area Rent Office, the copy is sent the landlord. The landlord is required to keep posted in all rooms the rates for length of occupancy, and for different number of occupants.

Both regulations provide for setting the maximum legal rent when the accomodations have been newly constructed, where they have been substantially changed by a major capitol improvement, and where they were unoccupied on the maximum rent date.

Other provisions deal with evictions, services, leases, grounds for adjustments in rents, penalties, and special landlord-tenant relationships.

The defense-rental areas for which maximum rent regulations were issued for the extended portions of these areas are: Bridgeport, Hartford-New Britain, and Waterbury, Conn.; Schenectady, N. Y.; Detroit, Mich.; Akron, Canton and Cleveland, Ohip; Burlington, Iowa, and San Diego, Calif.

The 54 defense-rental areas for which maximum rent regulations become effective July 1st, with their maximum rent dates, and the names of the area rent directors are as follows:

DEFENSE-RENTAL AREA	MAXIMUM RENT DATE	AREA RENT DIRECTOR
San Luis Obispo	Jan. 1, 1941	Henry A. Cross
Alexandria-Leesville (LA.)	Jan. 1, 1941	Robert N. Jameson
Montgomery-Prince Georges, Md.	Jan. 1, 1941	James W. Woogerd
Jackson-Milan-Humboldt (Tenn)	Jan. 1, 1941	Ridley Harris Alexander
Tullahoma (Tenn.)	Jan. 1, 1941	Floyd Isom Couser
Brownwood, Texas	Jan. 1, 1941	Harvey F. Mayes
Alexandria-Alrington, Va.	Jan. 1, 1941	I. Chance Buchanan
Anniston, Ala.	April 1, 1941	DeWitt McCargo
Huntsville, Ala.	April 1, 1941	Reuben Chapman
Muscle Shoals, Ala.	April 1, 1941	Harold H. Pounders
Talladega, Ala.	April 1, 1941	George Mayo RoBards
New Haven, Conn.	April 1, 1941	Anthony F. Arpaia
New London, Conn.	April 1, 1941	James Thomas Sullivan
Jacksonville, Fla.	April 1, 1941	Herbert R. Chapman, Sr.
Macon, Ga.	April 1, 1941	Andrew Jackson Lyndon
Joliet, Ill.	April 1, 1941	Levon Seron
LaPorte-Michigan City, Ind.	April 1, 1941	Audley W. Mitchell
Junction City-Manhattan, Kan.	April 1, 1941	Gerald F. Smith
Bath, Maine	April 1, 1941	John Joseph Keegan
Niles, Mich.	April 1, 1941	Carl H. Frazee
Biloxi-Pascagoula, Miss.	April 1, 1941	Raymond Curtis Butler
Hattiesburg, Miss.	April 1, 1941	Sidney D. Berry
Rolla-Waynesville, Mo.	April 1, 1941	Eugene E. Northern
Massena, N. Y.	April 1, 1941	Edward L. Story
Watertown, N. Y.	April 1, 1941	Harry C. Kinne
Fayettesville, N. C.	April 1, 1941	Franklin St. Clair Clark

(OVER)

DEFENSE-RENTAL AREA	MAXIMUM RENT DATE	AREA RENT DIRECTOR
Dayton, Ohio	April 1, 1941	Byron B. Harlon
Lawton, Okla.	April 1, 1941	To be Announced
Sharon-Farrell, Pa.	April 1, 1941	John T. Cathcart
Abilene, Texas	April 1, 1941	Russell S. Stephens
Beaumont-Port Arthur, Tex.	April 1, 1941	Harley Keen
El Paso, Texas	April 1, 1941	Harvey R. Gamble
Radford-Pulaski, Va.	April 1, 1941	To be Announced
Morgantown, W. Va.	April 1, 1941	Walter W. Armentrout
Indianapolis, Ind.	July 1, 1941	Herbert J. Reade
Parsons, Kans.	July 1, 1941	Lester R. Wyler
Minden, La.	July 1, 1941	Edwin S. Richardson
Joplin-Neosho, Mo.	July 1, 1941	To be Announced
Lorain-Elyria, Ohio	July 1, 1941	Albert Ford
Texarkana, Texas	July 1, 1941	Arch L. Propps
San Francisco Bay, Calif.	March 1, 1942	Murray Benedict
Savannah, Ga.	March 1, 1942	Francis McDonald Oliver
Rockford, Ill.	March 1, 1942	Warren A. MacCollum
Chicago, Ill.	March 1, 1942	Earl Dean Howard
Springfield, Mass.	March 1, 1942	F. L. Harold Sjostrom
Saginaw-Bay City, Mich.	March 1, 1942	Jesse Jones
St. Louis, Missouri	March 1, 1942	Grover C. Vandover
Northeastern, N. J.	March 1, 1942	Henry R. Phillips
Buffalo, N. Y.	March 1, 1942	Weston M. Carroll
Portland-Vancouver, Ore.	March 1, 1942	To be Announced
Erie, Pa.	March 1, 1942	Frank S. Anderson
Philadelphia-Camden	March 1, 1942	Frederick P. Gruenberg
Pittsburgh	March 1, 1942	To be Announced
San Antonio, Texas	March 1, 1942	To be Announced

NOTE TO EDITORS:

Attached is the text of the maximum rent regulations for housing accommodations other than hotels and rooming houses for the nine defense-rental areas with the maximum rent date of January 1, 1941. Except for names of defense-rental areas and their respective maximum rent dates the text of this regulation is identical with that for the remaining areas being brought under Federal control July 1st.

UNITED STATES OF AMERICA

OFFICE OF PRICE ADMINISTRATION

MAXIMUM RENT REGULATION NO. 25 FOR HOUSING ACCOMMODATIONS OTHER THAN HOTELS AND ROOMING HOUSES [1]

In the judgment of the Administrator, rents for housing accommodations within each of the Defense-Rental Areas set out in Section 1(a) of this Maximum Rent Regulation, as designated in the Designation and Rent Declaration issued by the Administrator on April 28, 1942,[2] have not been reduced and stabilized by State or local regulation, or otherwise, in accordance with the recommendations set forth in said Designation and Rent Declaration.

It is the judgment of the Administrator that by April 1, 1941 defense activities already had resulted in increase in rents for housing accommodations within each such Defense-Rental Area inconsistent with the purposes of the Emergency Price Control Act of 1942. The Administrator has therefore ascertained and given due consideration to the rents prevailing for housing accommodations within each such Defense-Rental Area on or about January 1, 1941; and it is his judgment that the most recent date which does not reflect increases in rents for such housing accommodations inconsistent with the purposes of the Act is on or about that date. The Administrator has made adjustments for such relevant factors as he has determined and deemed to be of general applicability in respect of such housing accommodations, including increases or decreases in property taxes and other costs.

In the judgment of the Administrator, the maximum rents established by this Maximum Rent Regulation for housing accommodations within each such Defense-Rental Area will be generally fair and equitable and will effectuate the purposes of the Emergency Price Control Act of 1942.

Therefore, under the authority vested in the Administrator by the Act, this Maximum Rent Regulation is hereby issued.

Section 1. Scope of Regulation. (a) This Maximum Rent Regulation applies to all housing accommodations within each of the following Defense-Rental Areas (each of which is referred to hereinafter in this Maximum Rent Regulation as the "Defense-Rental Area"), as designated in the Designation and Rent Declaration issued by the Administrator on April 28, 1942, except as provided in paragraph (b) of this section:

(1) The San Luis Obispo Defense-Rental Area, consisting of the County of San Luis Obispo, in the State of California.

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[1] Published in the Federal Register as Title 32, Chapter XI, Part 1388, Sections 1388.1651 to 1388.1664, inclusive.

[2] Published in the Federal Register as Title 32, Chapter XI, Part 1388, Sections 1388.1051 to 1388.1055, inclusive

(2) The Gainesville-Starke Defense-Rental Area, consisting of the Counties of Alachua, Bradford, and Clay, in the State of Florida.

(3) The Alexandria-Lessville Defense-Rental Area, consisting of the Parishes of Beauregard, Rapides, and Vernon, in the State of Louisiana.

(4) The Montgomery-Prince Georges Defense-Rental Area, consisting of the Counties of Montgomery and Prince Georges, in the State of Maryland.

(5) The Jackson-Milan-Humbolt Defense-Rental Area, consisting of the Counties of Carroll, Gibson, and Madison, in the State of Tennessee.

(6) The Tullahoma Defense-Rental Area, consisting of the Counties of Bedford, Coffee, Franklin, Lincoln, and Moore, in the State of Tennessee.

(7) The Brownwood Defense-Rental Area, consisting of the Counties of Brown, Coleman, and Comanche, in the State of Texas.

(8) The Mineral Wells Defense-Rental Area, consisting of the Counties of Palo Pinto and Parker, in the State of Texas.

(9) The Alexandria-Arlington Defense-Rental Area, consisting of the Independent City of Alexandria and the Counties of Arlington and Fairfax, in the State of Virginia.

(b) This Maximum Rent Regulation does not apply to the following: (1) Housing accommodations situated on a farm and occupied by a tenent who is engaged for a substantial portion of his time in farming operations thereon; (2) Dwelling space occupied by domestic servants, caretakers, managers, or other employees to whom the space is provided as part of their compensation and who are employed for the purpose of rendering services in connection with the premises of which the dwelling space is a part; (3) Rooms and other housing accommodations within the hotels or rooming houses; Provided, That this Maximum Rent Regulation does apply to entire structures or premises though used as hotels or rooming houses.

(c) The provisions of any lease or other rental agreement shall remain in force pursuant to the terms thereof, except insofar as those provisions are inconsistent with this Regulation.

(d) An agreement by the tenant to waive the benefit of any provisions of this Maximum Rent Regulation is void. A tenant shall not be entitled by reason of this Maximum Rent Regulation to refuse to pay or to recover any portion of any rents due or paid for use or occupany prior to the effective date of this Maximum Rent Regulation.

Section 2. Prohibition Against Higher than Maximum Rents. Regardless of any contract, agreement, lease or other obligation heretofore or hereafter entered into, no person shall demand or receive any rent for use or occupancy on and after the effective date of this Maximum Rent Regulation of any housing accommodations within the Defense-Rental Area higher than the maximum rents provided by this Maximum Rent Regulation; and no person shall offer, solicit, attempt, or agree to do any of the foregoing. Lower rents than those provided by this Maximum Rent Regulation may be demanded or received.

Section 3. Minimum Services. The maximum rents provided by this Maximum Rent Regulation are for housing accommodations including, as a minimum, services of the same type, quantity, and quality as those provided on the date determining the maximum rent. If, on the effective date of this Maximum Rent Regulation, the services provided for housing accommodations are less than such minimum services, the landlord shall either restore and maintain the minimum services or, within 30 days after such effective date, file a petition pursuant to Section 5 (b) for approval of the decreased services. In all other cases, except as provided in Section 5(b), the landlord shall provide the minimum services unless and until an order is entered pursuant to that Section approving a decrease of such services.

Section 4. Maximum Rents. Maximum rents (unless and until changed by the Administrator as provided in Section 5 shall be:

(a) For housing accommodations rented on January 1, 1941, the rent for such accommodations on that date.

(b) For housing accommodations not rented on January 1, 1941, but rented at any time during the two months ending on that date, the last rent for such accommodations during that two-month period.

(c) For housing accommodations not rented on January 1, 1941 nor during the two months ending on that date, but rented prior to the effective date of this Maximum Rent Regulation, the first rent for such accommodations after January 1, 1941. The Administrator may order a decrease in the maximum rent as provided in Section 5(c).

(d) For (1) newly constructed housing accommodations without priority rating first rented after January 1, 1941 and before the effective date of this Maximum Rent Regulation, or (2) housing accommodations changed between those dates so as to result in an increase or decrease of the number of dwelling units in such housing accommodations, or (3) housing accommodations changed between those dates from unfurnished to fully furnished, or from fully furnished to unfurnished, or (4) housing accommodations substantially changed between those dates by a major capital improvement as distinguished from ordinary repair, replacement and maintenance, the first rent for such accomdations after such construction or change; Provided, however, That, where such first rent was fixed by a lease which was in force at the time of a major capital improvement, the maximum rent shall be the first rent after termination of such lease. The Administrator may order a decrease in the maximum rent as provided in Section 5(c).

(e) For (1) newly constructed housing accommodations without priority rating first rented on or after the effective date of this Maximum Rent Regulation, or (2) housing accommodation changed on or after such effective date so as to result in an increase or decrease of the number of dwelling units in such housing accommodations, or (3) housing accommodation not rented at any time between November 1, 1940 and such effective date, the rent fixed by the Administrator. The landlord shall, prior to renting and in time to allow 15 days for action thereon, file a petition requesting the Administrator to enter an order fixing the maximum rent therefor. Such order shall be entered on the basis of the rent which the Administrator finds was generally prevailing in the Defense-Rental Area for comparable housing accommodations on January 1, 1941. In cases involving construction due consideration shall be given to increased costs of construction, if any, since January 1, 1941.

If no order is entered on such petition within 15 days after filing, the landlord may rent such accommodations and the first rent therefor shall be the maximum rent. Within 5 days after so renting, the landlord shall report the maximum rent. The Administrator may order a decrease in such maximum rent as provided in Section 5(c).

(f) For housing accommodations constructed with priority rating from the United States or any agency thereof for which the rent has been heretofore or is hereafter approved by the United States or any agency thereof, the rent so approved but in no event more than the first rent for such accommodations.

(g) For housing accommodations constructed by the United States or any agency thereof, or by a State of the United States or any of its political subdivisions, or any agency of the State or any of its political subdivisions, and owned by any of the foregoing, the rent generally prevailing in the Defense-Rental Area for comparable housing accommodations on January 1, 1941, as determined by the owner of such accommodations; Provided, however, That any corporation formed under the laws of a State shall not be considered an agency of the United States within the meaning of this paragraph. The Administrator may order a decrease in the maximum rent as provided in Section 5(c).

Section 5. Adjustments and Other Determinations.

In the circumstances enumerated in this section, the Administrator may issue an order changing the maximum rents otherwise allowable or the minimum services required In those cases involving a major capital improvement, an increase or decrease in the furniture, furnishings or equipment, an increase or decrease of services, or a deterioration, the adjustment in the maximum rent shall be the amount the Administrator finds would have been on January 1, 1941 the difference in the rental value of the housing accommodations by reason of such change. In all other cases, except those under paragraphs (a) (7) and (c) (6) of this section, the adjustment shall be on the basis of the rent which the Administrator finds was generally prevailing in the Defense-Rental Area for comparable housing accommodations on January 1, 1941. In cases involving construction due consideration shall be given to increased costs of consturction, if any, since January 1, 1941. In cases under paragraphs (a) (7) and (c) (6) of this section the adjustment shall be on the basis of the rents which the Administrator finds were generally prevailing in the Defense-Rental Area for comparable housing accommodations during the year ending on January 1, 1941.

(a) Any landlord may file a petition for adjustment to increase the maximum rent otherwise allowable, only on the grounds that;
(1) There has been on or after the effective date of this Maximum Rent Regulation a substantial change in the housing accommodations by a major capital improvement as distinguished from ordinary repair, replacement and maintenance.
(2) There was, prior to January 1, 1941 and within the six months ending on that date, a substantial change in the housing accommodations by a major capital improvement as distinguished from ordinary repair, replacement and maintenance, and the rent on January 1, 1941 was fixed by a lease which was in force at the time of such change.
(3) There has been a substantial increase in the services, furniture, furnishings or equipment provided with the housing accommodations since the date or order determining its maximum rent.
(4) The rent on the date determining the maximum rent was materially affected by the blood, personal or other special relationship between the landlord and the tenant and as a result was substantially lower than the rent generally prevailing in the Defense-Rental Area for comparable housing accommodations on January 1, 1941.
(5) There was in force on January 1, 1941 a written lease, which had been in force for more than one year on that date, requiring a rent substantially lower than the rent generally prevailing in the Defense-Rental Area for comparable housing accommodations on January 1, 1941; or the housing accommodations were not rented on January 1, 1941, but were rented during the two months ending on that date, and the last rent for such accommodations during that two-month period was fixed by a written lease, which was in force more than one year prior to January 1, 1941, requiring a rent substantially lower than the rent generally prevailing in the Defense-

Rental Area for comparable housing accommodations on January 1, 1941.
(6) The rent on the date determining the maximum rent was established by a lease or other rental agreement which provided for a substantially higher rent at other periods during the term of such lease or agreement.
(7) The rent on the date determining the maximum rent was substantially lower than at other times of year by reason of seasonal demand for such housing accommodations. In such cases the Administrator's order may if he deems it advisable provide for different maximum rents for different periods of the calendar year.

(b) If, on the effective date of this Maximum Rent Regulation, the services provided for housing accommodations are less than those provided on the date determining the maximum rent, the landlord shall either restore the services to those provided on the date determining the maximum rent and maintain such services or, within 30 days after such effective date, file a petition requesting approval of the decreased services, Except as above provided, the landlord shall maintain the minimum services unless and until he has filed a petition to decrease services and an order permitting a decrease has been entered thereon; however, if it is impossible to provide the minimum services, he shall file a petition within five days after the change of services occurs. The order on any petition under this paragraph may require an appropriate adjustment in the maximum rent.

(c) The Administrator at any time, on his own initiative or on application of the tenant, may order a decrease of the maximum rent otherwise allowable, only on the grounds that:
(1) The maximum rent for housing accommodations under paragraphs (c), (d), or (g) of Section 4 is higher than the rent generally prevailing in the Defense-Rental Area for comparable housing accommodations on January 1, 1941; or the maximum rent for housing accommodations under paragraph (e) of Section 4 which the rent was not fixed by the Administrator is higher than such generally prevailing rent.
(2) There has been a substantial deterioration of the housing accommodations other than ordinary wear and tear since the date or order determining its maximum rent.
(3) There has been a substantial decrease in the services, furniture, furnishings or equipment provided with the housing accommodations since the date or order determining its maximum rent.
(4) The rent on the date determining the maximum rent was materially affected by the blood, personal or other special relationship between the landlord and the tenant and as a result was substantially higher than the rent generally prevailing in the Defense-Rental Area for comparable housing accommodations on January 1, 1941.
(5) The rent on the date determining the maximum rent was established by a lease or other rental agreement which provided for a substantially lower rent at other periods during the term of such lease or agreement.
(6) The rent on the date determining the maximum rent was substantially higher than at other times of year by reason of seasonal demand for such housing accommodations. In such cases the Administrator's order may if he deems it advisable provide for different maximum rents for different periods of the calendar year.

(d) If the rent on the date determining the maximum rent, or any other fact necessary to the determiniation of the maximum rent, is in dispute between the landlord and the tenant, or is in doubt, or is not known, the Administrator on petition of the landlord filed within 30 days after the effective date of this Maximum Rent Regulation, or at any time on his own initiative, may enter an order fixing the maximum rent by determining such fact; or if the Administrator is unable to ascertain such fact he shall enter the order on the basis of the rent which he finds was generally prevailing in the Defense-Rental Area for comparable housing accommodations on January 1, 1941.

(e) Where, at the expiration or other termination of an underlying lease or other rental agreement, housing accommodations or a predominant part thereof are occupied by one or more subtenants or other persons occupying under a rental agreement with the tenant, the landlord may rent the entire premises for use by similar occupancy for a rent not in excess of the aggregate maximum rents of the separate dwelling units, or may rent the separate dwelling units for rents not in excess of the maximum rents applicable to such units.

Where housing accommodations or a predominant part thereof are occupied by one or more subtenants or other persons occupying under a rental agreement with the tenant, the tenant may petition the Administrator for leave to exercise any right he would have except for this Maximum Rent Regulation to sell his underlying lease or other rental agreement. The Administrator may grant such petition if he finds that the sale will not result, and that sales of such character would not be likely to result, in the circumvention or evasion of the Act of this Maximum Rent Regulation. He may require that the sale be made on such terms as he deems necessary to prevent such circumvention or evasion.

Section 6. Restrictions on Removal of Tenant. (a) So long as the tenant continues to pay the rent to which the landlord is entitled, no tenant shall be removed from any housing accommodations, by action to evict or to recover possession, by exclusion from possession, or otherwise, nor shall any person attempt such removal or exclusion from possession, notwithstanding that such tenant has no lease or that his lease or other rental agreement has expired or otherwise terminated, unless:

(1) The tenant, who had a written lease or other written rental agreement, has refused upon demand of the landlord to execute a written extension or renewal thereof for a further term of like duration but not in excess of one year but otherwise on the same terms and conditions as the previous lease or agreement except insofar as such terms and conditions are inconsistent with this Regulation; or

(2) The tenant has unreasonably refused the landlord access to the housing accommodations for the purpose of inspection or of showing the accommodations to a prosective purchaser, mortgagee or prospective mortgagee, or other person having a legitimate interest therein; Provided, however, That such refusal shall not be ground for removal or eviction if such inspection or showing of the accommodations is contrary to the provisions of the tenant's lease or other rental agreement; or

(3) The tenant (i) has violated a substantial obligation of his tenancy, other than an obligation to pay rent, and has continued, or failed to cure, such violation after written notice by the landlord that the violation cease, or (ii) is committing or permitting a nuisance or is using or permitting a use of the housing accommodations for an immoral or illegal purpose; or

(4) The tenant's lease or other rental agreement has expired or otherwise terminated, and at the time of termination the housing accommodations or a predominant part thereof are occupied by one or more subtenants or other persons who occupied under a rental agreement with the tenant; or

(5) The landlord seeks in good faith to recover possession for the immediate purpose of demolishing the housing accommodations or of substantially altering or remodeling it in a manner which cannot practicably be done with the tenant in occupancy and the plans for such alteration or remodeling have been approved by the proper authorities, if such approval is required by local law; or

(6) The landlord seeks in good faith to recover possession of the housing accommodations for immediate use and occupancy as a dwelling by himself, his family or dependents; or he has in good faith contracted in writing to sell the accommodations for immediate use and occupancy by a purchaser, who in good faith has represented in writing that he will use the accommodations as a dwelling for himself, his family or dependents; or the landlord seeks in good faith not to offer the housing accommodations for rent. If a tenant has been removed or evicted under this paragraph

(a)(6) from housing accommodation, such accommodations shall not be rented for a period of six months after such removal or eviction without permission of the Administrator. The landlord may petition the Administrator for permission to rent the accommodations during such six-month period, and the Administrator shall grant such permission if he finds that the action was in good faith and not for the purpose of evading any provision of the Act or this Maximum Rent Regulation.

(b) No tenant shall be removed or evicted on grounds other than those stated above unless, on petition of the landlord, the Administrator certifies that the landlord may pursue his remedies in accordance with the requirements of the local law. The Administrator shall so certify if the landlord established that removals or evictions of the character proposed are not inconsistent with the purposes of the Act or this Maximum Rent Regulation and would not be likely to result in the circumvention or evasion thereof.

(c) The provisions of this section do not apply to a subtenant or other person who occupied under a rental agreement with the tenant, where removal or eviction of the subtenant or other such occupant is sought by the landlord of the tenant, unless under the local law there is a tenancy relationship between the landlord and the subtenant or other such occupant.

(d) At the time of commencing any action to remove or evice a tenant (except and action based on non-payment of a rent not in excess of the maximum rent) the landlord shall give written notice thereof to the Area Rent Office stating the title and number of the case, the court in which it is filed, the name and address of the tenant and the grounds on which eviction is sought.

(e) No provisions of this section shall be construed to authorize the removal of a tenant unless such removal is authorized under the local law.

Section 7. Registration. Within 45 days after the effective date of this Maximum Rent Regulation, or within 30 days after the property is first rented, whichever date is the later, every landlord of housing accommodations rented or offered for rent shall file in triplicate a written statement on the form provided therefor to be known as a registration statement. The statement shall identify each dwelling unit and specify the maximum rent provided by this Maximum Rent Regulation for such dwelling unit and shall contain such other information as the Administrator shall require. The original shall remain on file with the Administrator and he shall cause one copy to be delivered to the tenant and one copy, stamped to indicate that it is a correct copy of the original, to be returned to the landlord. In any subsequent change of tenancy the landlord shall exhibit to the new tenant his stamped copy of the registration statement, and shall obtain the tenant's signature and the date thereof on the back of such statement. Within five days renting to a new tenant, the landlord shall file a notice on the form provided therefor, on which he shall obtain the tenant's signature, stating that there has been a change in tenancy, that the stamped copy of the registration statement has been exhibited to the new tenant and that the rent for such accommodations is in conformity herewith.

No payment of rent need be made unless the landlord tenders a receipt for the amount to be paid.

When the maximum rent is changed by order of the Adminstrator the landlord shall deliver his stamped copy of the registration statement to the Area Rent Office for appropriate action reflecting such change.

Section 8. Inspection. Any person who rents or offers for rent or acts as a broker or agent for the rental of housing accommodations and any tenant shall permit such inspection of the accommodations by the Administrator as he may, from time to time, require.

Section 9. Evasion. The maximum rents and other requirements provided in this Maximum Rent Regulation shall not be evaded, either directly or indirectly, in connection with the renting or leasing or the transfer of a lease of housing accommodations, by way of absolute or conditional sale, sale with purchase money or other form of mortgage, or sale with option to repurchase, or by modification of the practices relating to payment of commissions or other charges, or by modification of the services furnished with housing accommodations, or otherwise.

Section 10. Enforcement. Persons violating any provision of this Maximum Rent Regulation are subject to criminal penalties, civil enforcement actions and suits for treble damages as provided for by the Act.

Section 11. Procedure. All registration statements, reports and notices provided for by this Maximum Rent Regulation shall be filed with the Area Rent Office. All landlord's petitions and tenant's applications shall be filed with such office in accordance with Procedural Regulation No. 3.

Section 12. Petitions for Amendment. Persons seeking any amendment of general applicability to any provision of this Maximum Rent Regulation may file petitions therefor in accordance with Procedural Regulation No. 3.

Section 13. Definitions. (a) When used in this Maximum Rent Regulation:
(1) The term "Act"means the Emergency Price Control Act of 1942.
(2) The term "Administrator" means the Price Administrator of the Office of Price Administration, or the Rent Director of such other person or persons as the Administrator may appoint or designate to carry out any of the duties delegated to him by the Act.
(3) The term "Rent Director" means the person designated by the Administrator as director of the Defense-Rental Area or such person or persons as may be designated to carry out any of the duties delegated to the Rent Director by the Administrator.
(4) The term "Area Rent Office" means the Office of the Rent Director in the Defense-Rental Area.
(5) The term "person" includes an individual, corporation, partnership, association, or any other organized group of persons, or legal successor or representative of any of the foregoing, and includes the United States or any agency thereof, or any other government, or any of its political subdivisions, or any agent of any of the foregoing.
(6) The term "housing accommodations" means any building, structure, or part thereof, or land appurtenant thereto, or any other real or personal property rented or offered for rent for living or dwelling purposes, together with all privileges, services, furnishings, furniture, equipment, facilities and improvements connected with the use or occupancy of such property.
(7) The term "services" includes repairs, decorating and maintenance, the furnishing of light, heat, hot and cold water, telephone, elevator service, window shades, and storage, kitchen, bath, and laundry facilities and privileges, maid service, linen service, janitor service, the removal of refuse and any other privilege or facility connected with the use or occupancy of housing accommodations.
(8) The term "landlord" includes an owner, lessor, sublessor, assignee or other person receiving or entitled to receive rent for the use of occupancy of any housing accommodations, or an agent of any of the foregoing.
(9) The term "tenant" includes a subtenant, lessee, sublessee, or other person entitled to the possession or to the use or occupancy of any housing accommodations.
(10) The term "rent" means the consideration, including any bonus, benefit, or gratuity, demanded or received for the use or occupancy of housing accommodations or for the transfer of a lease of such accommodations.
(11) The term "hotel" means any establishment generally recognized as such in its community, containing more than 50 rooms and used predominantly for transient occu-

pancy.
(12) The term "rooming house" means, in addition to its customary usage, a building or portion of a building other than a hotel in which a furnished room or rooms not constituting an apartment are rented on a short time basis of daily, weekly, or monthly occupancy to more than two paying tenants not members of the landlord's immediate family. The term includes boarding houses, dormitories, auto camps, trailers, residence clubs, tourist homes or cabins, and all other establishments of a similar nature.

(b) Unless the context otherwise requires, the definitions set forth in Section 302 of the Emergency Price Control Act of 1942 shall apply to other terms used in this Maximum Rent Regulation.

Section 14. Effective Date of the Regulation. This Maximum Rent Regulation shall become effective July 1, 1942.

Washington 26

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Return to Kolman

Report of Conference with

Gilbert L. Rodier, Director, Region III (Washington and Metropolitan Area), FPHA,
Temporary Building #2 (Martha Ziegler, Mary Cannon)

Sites of new dormitories:

Living facilities for 15,000 to be provided -

(a) Near new Municipal Center, Constitution and John Marshall Avenues.

For 1,000 persons (In connection with the Civil Service Reception Center near the Union Station).

(b) Perhaps near Howard University - 1,000 rooms for Negro girls.

(c) Near new War Department Building for 7,000.

(d) Arlington Experimental Farm.
Suitland, Md.

(e) Near D. C. Armory.

(f) East Potomac Park.

Dormitory plans now being drawn according to preliminary sketches:

Dormitories to be 2-story buildings.
Small rooms for lounging.
Larger lobby and reception room on first floor.
Bath-rooms are spaced - several on each floor - not one big one.
Laundry and pressing facilities will be provided.
Dormitories that are not convenient to eating places will have eating facilities.
Recreation room for several units provided.

Also want to provide infirmaries.
Questions of doors, clothes, cupboards, proportions of single and double rooms undecided at this date.
Talked about furniture and Mr. Rodier wants to use more modern kind, that is without heavy frames. Present plans are to use sliding windows.
Nothing has been decided about directors for the dormitories.
Public Buildings Administration making plans for management.
Mr. Rodier said he would keep us informed, and wants our suggestions and our support in places where there may be difficulties.
Mr. Rodier was sure rents would be low.

USHA

HOUSING AND YOUR COMMUNITY

Some of the considerations that led to the provision of Federal aid to local communities for slum clearance and low-rent housing.

Slums have long been a serious drain upon our civic prestige, our civic well-being, and our civic pocketbooks. Since the turn of the century the problem has been a major one for communities all over the country.

Good housing is one of the fundamental necessities of life. When homes are indecent or inadequate, the welfare of individuals and of the community at large is as severely threatened as it is by inadequate food or scanty clothing.

Practically no community in America is free from the curse of substandard housing. Yet without assistance, no local government, much less private enterprise, has been able to tear down slums and build decent low-rent dwellings for families of low income.

The year 1937 brought the first ray of hope to millions of slum-dwellers and to scores of local governments engulfed in the housing dilemma. For in that year Congress set up the United States Housing Authority as a permanent agency to help local communities carry out slum clearance and rehousing programs. USHA loans and annual contributions toward low rents were made available for approved projects which the localities themselves build and manage.

As a result, local governments from one end of the country to the other began to reexamine their housing problems in a more hopeful spirit. Many of them saw at once that, with Federal aid available, to allow slums to remain would be as unwise economically as it would be morally and socially unjustifiable. Their records showed that millions of dollars of the taxpayers' money were being spent every year to alleviate the social ills arising from slums, without doing anything to prevent their recurrence or to get rid of bad housing.

Other communities turned to the records and made surveys of their housing needs. The questions they asked, in weighing the values of public housing and in planning rehousing programs, are questions every alert and forward-looking citizen may well ask about his own community.

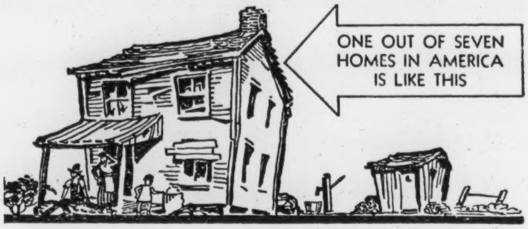
First, how serious is the housing problem in your town?

Unless your community is a twentieth century wonder, it has its share of low-income families who live in miserable, dilapidated houses because no better dwellings are available at rents they can afford to pay. Over the Nation as a whole, it has been estimated that at least a third of the population live under conditions that menace their physical welfare and their safety.

If yours is a large city, you can drive through the industrial part of town and see slums that stick out like sore thumbs. Tenement districts and "shack towns" along the railroad tracks are easy to identify as substandard areas. You'll see structures so rundown that they stand in danger of collapsing if they escape going up in flames.

As you drive away from outright slums, nine chances out of ten you'll run into once respectable neighborhoods that are just beginning to yield to the encroachment of slums. You'll find dwellings that were originally built for single families, but which now bear six or eight doorbells that hint of the sunless, ill-ventilated, overcrowded living quarters inside. You'll see cheerless old houses lined up side by side, ready to go the way of all blighted areas.

If you stop to inquire, you're likely to discover families who are so afraid of being evicted that high rent bills are paid first of all when the pay check comes in, even before food is bought.



But the extent of bad housing in your town isn't fully measured by the obvious slum areas, particularly if your community is small or of average size. Windowless rooms, sagging floors and leaking roofs, and inadequate sanitary facilities are not so easily observed.

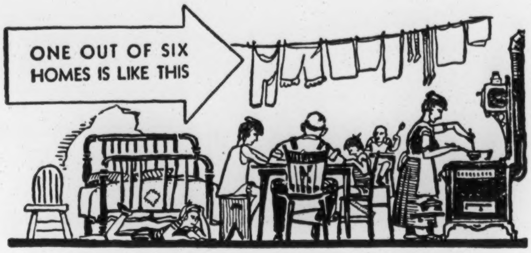
From 1934 to 1937 a survey of the housing in more than 200 localities was made by the United States Department of Commerce and the Works Progress Administration. The results of this investigation, which covered more than 8 million households or the homes of about half the urban families in the United States, aroused widespread concern.

About 1,100,000 of the homes surveyed were found to be dangerously unsafe or absolutely unfit for people to live in. Some 1,666,000 dwellings lacked private bathing facilities, and 1,221,000 had no private indoor toilet. About 1,325,000 homes were crowded—that is, had more people than there were rooms.

The figures for some communities were even more shocking than those on a Nation-wide scale. Here are the results, picked at random, for a few cities in various parts of the country.

More than a fourth of all the residential buildings in Atlanta, Ga., Wheeling, W. Va., and Butte, Mont., were not fit to live in or needed major repairs.

A third or more of all the homes in Columbia, S. C., Frederick, Md., and Zanesville, Ohio, had no private indoor toilet. Nearly half of all the households in Birmingham, Ala., Charleston, S. C., and Paducah, Ky., lacked private baths.


ONE OUT OF SIX HOMES IS LIKE THIS

In general, housing in these cities is neither better nor worse than in other communities. The significant thing is that, without exception, every one of them has joined the long list of localities that have turned to the USHA for financial and technical assistance in developing public housing projects.

Second, how much do slums cost your town?

Every community that has looked into the records has come to the same conclusion about the cost of slums. Areas of substandard housing invariably call for an *extra* amount of ordinary municipal services because of the excess sickness and death, the great amount of delinquency and crime, and the all-too-frequent fires in slum neighborhoods.

Overcrowding, lack of sunlight, poor ventilation, and inadequate sanitary facilities in slum homes lead to the occurrence and easy communication of disease. The rates of infant mortality, rickets, tuberculosis, and pneumonia, among others, are consistently higher in substandard housing areas than in better neighborhoods. This makes the city clinic, the city hospital, and other public health services costly items in the local budget.

Lack of play facilities and adequate supervision, cramped, unsatisfactory home life, and inadequate privacy are common to slum housing. Such circumstances make it easy for young people to go wrong. Behind most adult criminals are backgrounds as juvenile delinquents. Here again local governments have to step in and foot the bill for truant officers, social workers, and police. Juvenile courts, settlement houses, detention homes, and jails have to be maintained.

Dilapidated frame structures and congested tenements demand constant attention from local fire departments, in addition to causing needless loss of life.

A Hartford study showed that slum areas occupying a tenth of the area of the city house a fourth of the city's population. From these slum areas came 51 percent of all tuberculosis cases, 57 percent of all juvenile delinquency, and 62½ percent of all arrests for adult delinquency.

This is what a study made in Cleveland showed:

Area	Per capita cost for fire protection	Per capita cost for police protection	Per capita cost for public health work
One large slum area.	$18.27	$11.50	$2.02
Rest of city......	3.12	4.20	0.64

Each of these cities, and scores of others that have examined local budgets realistically, view public housing as their great hope. They realize that while the decent new housing being built with USHA assistance will not completely solve the social problems that face them, it will do much to lessen the terrible toll of the slums and to keep the necessity for expensive public services at a minimum.

Third, what is private enterprise doing to meet your town's housing needs?

Slum-dwellers who have walked the streets vainly searching for dwellings large enough to insure comfort and privacy for their families, at rents that do not unduly strain modest budgets, know the answer to this question from tragic experience.

While home building for whatever income group has been scant enough in recent years, practically no houses have been constructed that low-income families could afford.

Toledo is typical of the low-rent housing plight of many an American city. In the past decade, of some 2,700 dwellings that have been built, less than 10 percent could possibly have been rented by families of small means. During the same period it is estimated that at least 800 dwellings were torn down, and the city's population increased by some 18,000 families.

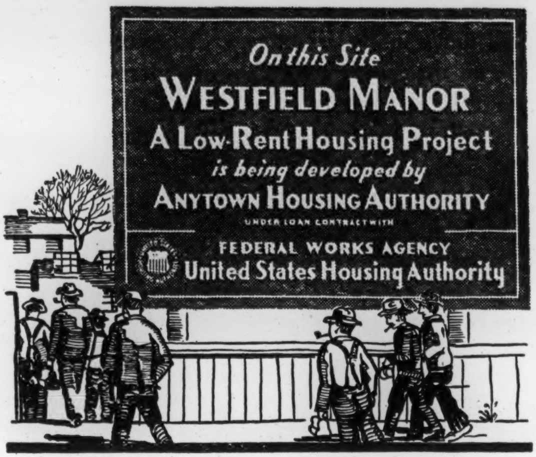
In general, private builders have served families in the upper third of the urban housing market. Housing projects built with USHA aid are designed to reach only families in the lowest income groups. Public housing thus offers no threat of competition with the private builder. Instead, the construction of USHA-assisted projects is actually stimulating much private building in the vicinity of projects, for middle-income families suddenly awakened to the inadequacy of their own homes.

Fourth, do men need jobs in your town?

In most communities, the answer to this question is the most obvious of all. Building trades workers, in particular, have been hard hit by the lag in construction in recent years.

Public housing is creating jobs both directly and indirectly. The immediate program local communities are undertaking means jobs for thousands of men at project sites, at prevailing wages and under good conditions.

Indirectly, the program is creating employment for half again as many people—in mines, mills, offices, factories, and in other jobs having to do with the manufacture and transportation of building materials.



Millions of dollars of increased purchasing power in the hands of those who are getting jobs mean increased sales for grocery stores, clothing shops, and all lines of local retail trade. Public housing is, in short, beginning to get the wheels of prosperity turning in one community after another.

* * *

Most communities, when they have the answers to these questions, lose no time in working out slum clearance and rehousing programs. That is why more than 440 local communities to date have set up housing authorities through whom USHA-assisted projects can be built.

Nearly half of them—large cities and small, and even rural regions—have already obtained USHA commitments and are now planning, constructing, or actually operating low-rent projects. For every home built with USHA aid, at least one substandard dwelling in the community is being torn down, closed, or repaired.

Within the past two and a half years the pioneer days of the public housing movement have given way to the days of a new frontier—a frontier on which thousands of modern low-rent dwellings have already been built. Under the immediate program, about 160,000 families from the slums will move into pleasant new homes at rents that are no more, and sometimes even less, than they are now paying for substandard quarters.

If public housing is to advance beyond the frontier stage, it must challenge the public spirit of individuals in every community in which there are slum families living unhealthful, maladjusted lives. It must awaken every community to the fact that slum clearance and low-rent housing are the means to a healthier, happier, more productive citizenship.

This leaflet is one of a series on various phases of the United States Housing Authority program. For additional copies of this leaflet, or for copies of others in this series, write to the:

FEDERAL WORKS AGENCY
UNITED STATES HOUSING AUTHORITY
WASHINGTON, D. C.

May 10, 1940.

U. S. GOVERNMENT PRINTING OFFICE 16—11589

REPRODUCED AT THE NATIONAL ARCHIVES

FHA Form No. 2037
(Premiums on Reducing Balance)

6500-240-4½

FEDERAL HOUSING ADMINISTRATION

AMORTIZATION SCHEDULE

______________________ (Serial No.)

Monthly Payment to Principal and Interest, $41.15

PAYMENT		Mortgage Insurance Premium ½ Percent	Payment to Interest 4½ Percent	Payment to Principal	Total Monthly Payment	Balance Due	PAYMENT	
Date	No.						No.	Date
		$32.03				$6,500.00		
	1	2.58	$24.37	$16.78	$43.73	6,483.22	1	
	2	2.58	24.31	16.84	43.73	6,466.38	2	
	3	2.58	24.25	16.90	43.73	6,449.48	3	
	4	2.58	24.19	16.96	43.73	6,432.52	4	
	5	2.58	24.12	17.03	43.73	6,415.49	5	
	6	2.58	24.06	17.09	43.73	6,398.40	6	
	7	2.58	23.99	17.16	43.73	6,381.24	7	
	8	2.58	23.93	17.22	43.73	6,364.02	8	
	9	2.58	23.87	17.28	43.73	6,346.74	9	
	10	2.58	23.80	17.35	43.73	6,329.39	10	
	11	2.58	23.74	17.41	43.73	6,311.98	11	
	12	2.58	23.67	17.48	43.73	6,294.50	12	
		30.96	288.30	205.50	524.76			
	13	2.49	23.60	17.55	43.64	6,276.95	13	
	14	2.49	23.54	17.61	43.64	6,259.34	14	
	15	2.49	23.47	17.68	43.64	6,241.66	15	
	16	2.49	23.41	17.74	43.64	6,223.92	16	
	17	2.49	23.34	17.81	43.64	6,206.11	17	
	18	2.49	23.27	17.88	43.64	6,188.23	18	
	19	2.49	23.21	17.94	43.64	6,170.29	19	
	20	2.49	23.14	18.01	43.64	6,152.28	20	
	21	2.49	23.07	18.08	43.64	6,134.20	21	
	22	2.49	23.00	18.15	43.64	6,116.05	22	
	23	2.49	22.94	18.21	43.64	6,097.84	23	
	24	2.49	22.87	18.28	43.64	6,079.56	24	
		29.88	278.86	214.94	523.68			
	25	2.40	22.80	18.35	43.55	6,061.21	25	
	26	2.40	22.73	18.42	43.55	6,042.79	26	
	27	2.40	22.66	18.49	43.55	6,024.30	27	
	28	2.40	22.59	18.56	43.55	6,005.74	28	
	29	2.40	22.52	18.63	43.55	5,987.11	29	
	30	2.40	22.45	18.70	43.55	5,968.41	30	
	31	2.40	22.38	18.77	43.55	5,949.64	31	
	32	2.40	22.31	18.84	43.55	5,930.80	32	
	33	2.40	22.24	18.91	43.55	5,911.89	33	
	34	2.40	22.17	18.98	43.55	5,892.91	34	
	35	2.40	22.10	19.05	43.55	5,873.86	35	
	36	2.40	22.03	19.12	43.55	5,854.74	36	
		28.80	268.98	224.82	522.60			
	37	2.30	21.96	19.19	43.45	5,835.55	37	
	38	2.30	21.88	19.27	43.45	5,816.28	38	
	39	2.30	21.81	19.34	43.45	5,796.94	39	
	40	2.30	21.74	19.41	43.45	5,777.53	40	
	41	2.30	21.67	19.48	43.45	5,758.05	41	
	42	2.30	21.59	19.56	43.45	5,738.49	42	
	43	2.30	21.52	19.63	43.45	5,718.86	43	
	44	2.30	21.45	19.70	43.45	5,699.16	44	
	45	2.30	21.37	19.78	43.45	5,679.38	45	
	46	2.30	21.30	19.85	43.45	5,659.53	46	
	47	2.30	21.22	19.93	43.45	5,639.60	47	
	48	2.30	21.15	20.00	43.45	5,619.60	48	
		27.60	258.66	235.14	521.40			
	49	2.19	21.07	20.08	43.34	5,599.52	49	
	50	2.19	21.00	20.15	43.34	5,579.37	50	
	51	2.19	20.92	20.23	43.34	5,559.14	51	
	52	2.19	20.85	20.30	43.34	5,538.84	52	
	53	2.19	20.77	20.38	43.34	5,518.46	53	
	54	2.19	20.69	20.46	43.34	5,498.00	54	
	55	2.19	20.62	20.53	43.34	5,477.47	55	
	56	2.19	20.54	20.61	43.34	5,456.86	56	
	57	2.19	20.46	20.69	43.34	5,436.17	57	
	58	2.19	20.39	20.76	43.34	5,415.41	58	
	59	2.19	20.31	20.84	43.34	5,394.57	59	
	60	2.19	20.23	20.92	43.34	5,373.65	60	
		26.28	247.85	245.95	520.08			

4½%—$6,500—20-year loan—240 payments—$6,500—4½%

REPRODUCED AT THE NATIONAL ARCHIVES

FEDERAL HOUSING ADMINISTRATION

AMORTIZATION SCHEDULE

______________________ (Serial No.)

Monthly Payment to Principal and Interest, $41.15

PAYMENT		Mortgage Insurance Premium ½ Percent	Payment to Interest 4½ Percent	Payment to Principal	Total Monthly Payment	Balance Due	PAYMENT	
Date	No.						No.	Date
	61	$2.08	$20.15	$21.00	$43.23	$5,352.65	61	
	62	2.08	20.07	21.08	43.23	5,331.57	62	
	63	2.08	19.99	21.16	43.23	5,310.41	63	
	64	2.08	19.91	21.24	43.23	5,289.17	64	
	65	2.08	19.83	21.32	43.23	5,267.85	65	
	66	2.08	19.75	21.40	43.23	5,246.45	66	
	67	2.08	19.67	21.48	43.23	5,224.97	67	
	68	2.08	19.59	21.56	43.23	5,203.41	68	
	69	2.08	19.51	21.64	43.23	5,181.77	69	
	70	2.08	19.43	21.72	43.23	5,160.05	70	
	71	2.08	19.35	21.80	43.23	5,138.25	71	
	72	2.08	19.27	21.88	43.23	5,116.37	72	
		24.96	236.52	257.28	518.76			
	73	1.97	19.19	21.96	43.12	5,094.41	73	
	74	1.97	19.10	22.05	43.12	5,072.36	74	
	75	1.97	19.02	22.13	43.12	5,050.23	75	
	76	1.97	18.94	22.21	43.12	5,028.02	76	
	77	1.97	18.86	22.29	43.12	5,005.73	77	
	78	1.97	18.77	22.38	43.12	4,983.35	78	
	79	1.97	18.69	22.46	43.12	4,960.89	79	
	80	1.97	18.60	22.55	43.12	4,938.34	80	
	81	1.97	18.52	22.63	43.12	4,915.71	81	
	82	1.97	18.43	22.72	43.12	4,892.99	82	
	83	1.97	18.35	22.80	43.12	4,870.19	83	
	84	1.97	18.26	22.89	43.12	4,847.30	84	
		23.64	224.73	269.07	517.44			
	85	1.85	18.18	22.97	43.00	4,824.33	85	
	86	1.85	18.09	23.06	43.00	4,801.27	86	
	87	1.85	18.00	23.15	43.00	4,778.12	87	
	88	1.85	17.92	23.23	43.00	4,754.89	88	
	89	1.85	17.83	23.32	43.00	4,731.57	89	
	90	1.85	17.74	23.41	43.00	4,708.16	90	
	91	1.85	17.66	23.49	43.00	4,684.67	91	
	92	1.85	17.57	23.58	43.00	4,661.09	92	
	93	1.85	17.48	23.67	43.00	4,637.42	93	
	94	1.85	17.39	23.76	43.00	4,613.66	94	
	95	1.85	17.30	23.85	43.00	4,589.81	95	
	96	1.85	17.21	23.94	43.00	4,565.87	96	
		22.20	212.37	281.43	516.00			
	97	1.72	17.12	24.03	42.87	4,541.84	97	
	98	1.72	17.03	24.12	42.87	4,517.72	98	
	99	1.72	16.94	24.21	42.87	4,493.51	99	
	100	1.72	16.85	24.30	42.87	4,469.21	100	
	101	1.72	16.76	24.39	42.87	4,444.82	101	
	102	1.72	16.67	24.48	42.87	4,420.34	102	
	103	1.72	16.58	24.57	42.87	4,395.77	103	
	104	1.72	16.48	24.67	42.87	4,371.10	104	
	105	1.72	16.39	24.76	42.87	4,346.34	105	
	106	1.72	16.30	24.85	42.87	4,321.49	106	
	107	1.72	16.21	24.94	42.87	4,296.55	107	
	108	1.72	16.11	25.04	42.87	4,271.51	108	
		20.64	199.44	294.36	514.44			
	109	1.59	16.02	25.13	42.74	4,246.38	109	
	110	1.59	15.92	25.23	42.74	4,221.15	110	
	111	1.59	15.83	25.32	42.74	4,195.83	111	
	112	1.59	15.73	25.42	42.74	4,170.41	112	
	113	1.59	15.64	25.51	42.74	4,144.90	113	
	114	1.59	15.54	25.61	42.74	4,119.29	114	
	115	1.59	15.45	25.70	42.74	4,093.59	115	
	116	1.59	15.35	25.80	42.74	4,067.79	116	
	117	1.59	15.25	25.90	42.74	4,041.89	117	
	118	1.59	15.16	25.99	42.74	4,015.90	118	
	119	1.59	15.06	26.09	42.74	3,989.81	119	
	120	1.59	14.96	26.19	42.74	3,963.62	120	
		19.08	185.91	307.89	512.88			

REPRODUCED AT THE NATIONAL ARCHIVES

FHA Form No. 2037
(Premiums on Reducing Balances)

FEDERAL HOUSING ADMINISTRATION

AMORTIZATION SCHEDULE

(Serial No.)

Monthly Payment to Principal and Interest, $41.15

PAYMENT		Mortgage Insurance Premium ½ Percent	Payment to Interest 4½ Percent	Payment to Principal	Total Monthly Payment	Balance Due	PAYMENT	
Date	No.						No.	Date
	121	$1.45	$14.86	$26.29	$42.60	$3,937.33	121	
	122	1.45	14.77	26.38	42.60	3,910.95	122	
	123	1.45	14.67	26.48	42.60	3,884.47	123	
	124	1.45	14.57	26.58	42.60	3,857.89	124	
	125	1.45	14.47	26.68	42.60	3,831.21	125	
	126	1.45	14.37	26.78	42.60	3,804.43	126	
	127	1.45	14.27	26.88	42.60	3,777.55	127	
	128	1.45	14.17	26.98	42.60	3,750.57	128	
	129	1.45	14.06	27.09	42.60	3,723.48	129	
	130	1.45	13.96	27.19	42.60	3,696.29	130	
	131	1.45	13.86	27.29	42.60	3,669.00	131	
	132	1.45	13.76	27.39	42.60	3,641.61	132	
		17.40	171.79	322.01	511.20			
	133	1.31	13.66	27.49	42.46	3,614.12	133	
	134	1.31	13.55	27.60	42.46	3,586.52	134	
	135	1.31	13.45	27.70	42.46	3,558.82	135	
	136	1.31	13.35	27.80	42.46	3,531.02	136	
	137	1.31	13.24	27.91	42.46	3,503.11	137	
	138	1.31	13.14	28.01	42.46	3,475.10	138	
	139	1.31	13.03	28.12	42.46	3,446.98	139	
	140	1.31	12.93	28.22	42.46	3,418.76	140	
	141	1.31	12.82	28.33	42.46	3,390.43	141	
	142	1.31	12.71	28.44	42.46	3,361.99	142	
	143	1.31	12.61	28.54	42.46	3,333.45	143	
	144	1.31	12.50	28.65	42.46	3,304.80	144	
		15.72	156.99	336.81	509.52			
	145	1.16	12.39	28.76	42.31	3,276.04	145	
	146	1.16	12.29	28.86	42.31	3,247.18	146	
	147	1.16	12.18	28.97	42.31	3,218.21	147	
	148	1.16	12.07	29.08	42.31	3,189.13	148	
	149	1.16	11.96	29.19	42.31	3,159.94	149	
	150	1.16	11.85	29.30	42.31	3,130.64	150	
	151	1.16	11.74	29.41	42.31	3,101.23	151	
	152	1.16	11.63	29.52	42.31	3,071.71	152	
	153	1.16	11.52	29.63	42.31	3,042.08	153	
	154	1.16	11.41	29.74	42.31	3,012.34	154	
	155	1.16	11.30	29.85	42.31	2,982.49	155	
	156	1.16	11.18	29.97	42.31	2,952.52	156	
		13.92	141.52	352.28	507.72			
	157	1.00	11.07	30.08	42.15	2,922.44	157	
	158	1.00	10.96	30.19	42.15	2,892.25	158	
	159	1.00	10.85	30.30	42.15	2,861.95	159	
	160	1.00	10.73	30.42	42.15	2,831.53	160	
	161	1.00	10.62	30.53	42.15	2,801.00	161	
	162	1.00	10.50	30.65	42.15	2,770.35	162	
	163	1.00	10.39	30.76	42.15	2,739.59	163	
	164	1.00	10.27	30.88	42.15	2,708.71	164	
	165	1.00	10.16	30.99	42.15	2,677.72	165	
	166	1.00	10.04	31.11	42.15	2,646.61	166	
	167	1.00	9.92	31.23	42.15	2,615.38	167	
	168	1.00	9.81	31.34	42.15	2,584.04	168	
		12.00	125.32	368.48	505.80			
	169	.84	9.69	31.46	41.99	2,552.58	169	
	170	.84	9.57	31.58	41.99	2,521.00	170	
	171	.84	9.45	31.70	41.99	2,489.30	171	
	172	.84	9.33	31.82	41.99	2,457.48	172	
	173	.84	9.22	31.93	41.99	2,425.55	173	
	174	.84	9.10	32.05	41.99	2,393.50	174	
	175	.84	8.98	32.17	41.99	2,361.33	175	
	176	.84	8.85	32.30	41.99	2,329.03	176	
	177	.84	8.73	32.42	41.99	2,296.61	177	
	178	.84	8.61	32.54	41.99	2,264.07	178	
	179	.84	8.49	32.66	41.99	2,231.41	179	
	180	.84	8.37	32.78	41.99	2,198.63	180	
		10.08	108.39	385.41	503.88			

REPRODUCED AT THE NATIONAL ARCHIVES

FHA Form No. 2037
(Premiums on Reducing Balances)

FEDERAL HOUSING ADMINISTRATION

AMORTIZATION SCHEDULE

______________________ (Serial No.)

Monthly Payment to Principal and Interest, $41.15

PAYMENT		Mortgage Insurance Premium ½ Percent	Payment to Interest 4½ Percent	Payment to Principal	Total Monthly Payment	Balance Due	PAYMENT	
Date	No.						No.	Date
	181	$0.67	$8.24	$32.91	$41.82	$2,165.72	181	
	182	.67	8.12	33.03	41.82	2,132.69	182	
	183	.67	8.00	33.15	41.82	2,099.54	183	
	184	.67	7.87	33.28	41.82	2,066.26	184	
	185	.67	7.75	33.40	41.82	2,032.86	185	
	186	.67	7.62	33.53	41.82	1,999.33	186	
	187	.67	7.50	33.65	41.82	1,965.68	187	
	188	.67	7.37	33.78	41.82	1,931.90	188	
	189	.67	7.24	33.91	41.82	1,897.99	189	
	190	.67	7.12	34.03	41.82	1,863.96	190	
	191	.67	6.99	34.16	41.82	1,829.80	191	
	192	.67	6.86	34.29	41.82	1,795.51	192	
		8.04	90.68	403.12	501.84			
	193	.49	6.73	34.42	41.64	1,761.09	193	
	194	.49	6.60	34.55	41.64	1,726.54	194	
	195	.49	6.47	34.68	41.64	1,691.86	195	
	196	.49	6.34	34.81	41.64	1,657.05	196	
	197	.49	6.21	34.94	41.64	1,622.11	197	
	198	.49	6.08	35.07	41.64	1,587.04	198	
	199	.49	5.95	35.20	41.64	1,551.84	199	
	200	.49	5.82	35.33	41.64	1,516.51	200	
	201	.49	5.69	35.46	41.64	1,481.05	201	
	202	.49	5.55	35.60	41.64	1,445.45	202	
	203	.49	5.42	35.73	41.64	1,409.72	203	
	204	.49	5.29	35.86	41.64	1,373.86	204	
		5.88	72.15	421.65	499.68			
	205	.30	5.15	36.00	41.45	1,337.86	205	
	206	.30	5.02	36.13	41.45	1,301.73	206	
	207	.30	4.88	36.27	41.45	1,265.46	207	
	208	.30	4.75	36.40	41.45	1,229.06	208	
	209	.30	4.61	36.54	41.45	1,192.52	209	
	210	.30	4.47	36.68	41.45	1,155.84	210	
	211	.30	4.33	36.82	41.45	1,119.02	211	
	212	.30	4.20	36.95	41.45	1,082.07	212	
	213	.30	4.06	37.09	41.45	1,044.98	213	
	214	.30	3.92	37.23	41.45	1,007.75	214	
	215	.30	3.78	37.37	41.45	970.38	215	
	216	.30	3.64	37.51	41.45	932.87	216	
		3.60	52.81	440.99	497.40			
	217	.11	3.50	37.65	41.26	895.22	217	
	218	.11	3.36	37.79	41.26	857.43	218	
	219	.11	3.22	37.93	41.26	819.50	219	
	220	.11	3.07	38.08	41.26	781.42	220	
	221	.11	2.93	38.22	41.26	743.20	221	
	222	.11	2.79	38.36	41.26	704.84	222	
	223	.11	2.64	38.51	41.26	666.33	223	
	224	.11	2.50	38.65	41.26	627.68	224	
	225	.11	2.35	38.80	41.26	588.88	225	
	226	.11	2.21	38.94	41.26	549.94	226	
	227	.11	2.06	39.09	41.26	510.85	227	
	228	.11	1.92	39.23	41.26	471.62	228	
		1.32	32.55	461.25	495.12			
	229		1.77	39.38	41.15	432.24	229	
	230		1.62	39.53	41.15	392.71	230	
	231		1.47	39.68	41.15	353.03	231	
	232		1.32	39.83	41.15	313.20	232	
	233		1.17	39.98	41.15	273.22	233	
	234		1.02	40.13	41.15	233.09	234	
	235		.87	40.28	41.15	192.81	235	
	236		.72	40.43	41.15	152.38	236	
	237		.57	40.58	41.15	111.80	237	
	238		.42	40.73	41.15	71.07	238	
	239		.27	40.88	41.15	30.19	239	
	240		.11	30.19	30.30		240	
			11.33	471.62	482.95			

4½%—$6,500—20-year loan—240 payments—$6,500—4½%

U. S. GOVERNMENT PRINTING OFFICE: 1939

Please return to — Miss Robinson

August 28, 1942

STATEMENT OF AGREEMENT BETWEEN
THE OFFICE OF DEFENSE HEALTH AND WELFARE SERVICES
AND
THE FEDERAL PUBLIC HOUSING AUTHORITY

The Commissioner of the Federal Public Housing Authority and the Director of the Office of Defense Health and Welfare Services agree that the two agencies have a definite mutual interest in the relationship between the war public housing program and the health, welfare, education, recreation, nutrition and other community facilities and services involved in the operation of that program.

FUNCTIONAL AREAS

Office of Defense Health and Welfare Services

By Executive Order, the President designated the Administrator of the Federal Security Agency as Director of the ODHWS, for the purpose of assuring adequate health, welfare, medical, nutrition, recreation, social protection and education services to meet the needs of the war program. Within these fields, the Office serves as the center for the coordination of services made available by public and private agencies to meet the war-connected needs of States and localities; it makes available the services of specialists to assist in the planning of State and local programs; it coordinates studies and surveys of Federal agencies, and plans and encourages measures designed to assure the provision of adequate services to the Nation as a whole. The office is also responsible for certifying to the Administrator of the Federal Works Agency the war-connected need for community facilities and services to be provided under P.L. 137, 77th Congress. The ODHWS is represented on a Joint Committee on Evacuation which has been engaged in planning programs for the evacuation of civilians from areas of danger from enemy action.

The ODHWS carries out its functions through existing agencies wherever possible and by direct operation in those areas where no agency has had primary responsibility. For the purposes of this statement the constituent units of the ODHWS include: The U. S. Public Health Service, the U. S. Office of Education, the Health and Welfare Division, including the Recreation, Social Protection, and Day-Care Sections, and the Nutrition and Physical Fitness Divisions.

The Field programs of the ODHWS are integrated through the Program Operation Branch. The 12 Regional Directors of the Social Security Board are the Regional Directors of the ODHWS and serve as Chairman of the Regional Advisory Councils which are composed of representatives of more than twenty Federal agencies engaged in related programs. The Regional Directors have a coordinating supervision over the regional representatives of the constituent units of the ODHWS and the Social Security Board. Representatives of appropriate units are responsible for investigating and certifying community needs for health, medical care, sanitation, education, recreation, and day-care of children and other allied facilities and services including welfare and nutrition.

Federal Public Housing Authority

The FPHA is a constituent unit of the National Housing Agency created by Executive Order of the President. It is responsible for the construction and management, upon assignment by the Administrator of the National Housing Agency, of all war housing constructed with public funds, other than housing located on Army or Navy reservations, posts, or bases. The war housing functions included were formerly under the United States Housing Authority, Public Buildings Administration, Division of Defense Housing, and Mutual Ownership Defense Housing Division of the Federal Works Agency, and the Defense Homes Corporation, Farm Security Administration, and War and Navy Departments. Types of housing provided for by the seven laws under which FPHA operates include permanent and temporary family units, dormitories, war apartments, utility units, and trailers.

The operating staff of the central office includes branches for Development, Housing Management, and Administration. Development is concerned with site selection and project planning, preparation of designs and specifications, construction, and technical standards. Housing Management has charge of leasing and occupancy; operation and maintenance; project services such as community facilities, equipment and leadership; management training; and racial relations. The Administration Branch deals with matters of over-all administrative management.

The program is operated in the field through 10 regions, which are headed by Regional Directors whose staffs include Assistant Directors for Development, Management, and Administration. The FPHA utilizes the facilities of local housing authorities to the fullest extent possible and most public war housing will be turned over to local management wherever local housing authorities exist.

RELATIONSHIPS AT THE CENTRAL OFFICE LEVEL

To carry out the responsibilities of the ODHWS and the FPHA in relation to housing projects, to assure inclusion of all relevant data, to make available the accumulated experience of the technical units concerned, and to avoid duplication of effort, the following agreement has been reached concerning relationships at the Central Office level.

1. The ODHWS will assist the FPHA in the development of policy and standards regarding the provision of health, sanitation, day-care, nutrition, recreation, education, and related professional and commercial facilities and services, and will support the FPHA in the prosecution of such standards.

2. There will be joint planning between the two agencies:

   a. To determine which agency has primary responsibility for constructing and equipping the necessary facilities in given types of situations.

b. To survey need for health, medical, sanitation, education, recreation, nutrition, and day-care facilities and services in public housing projects, and to interpret these needs to related Federal planning and operating groups and agencies.

c. To provide for the operation and maintenance of health and welfare facilities and services in relation to public housing, including anticipating need, sponsoring, and securing leadership.

d. To meet situations created by enemy action, both with respect to the problem of long-term emergency rehousing, including evacuation to reception areas, and in connection with the protection of and aid to tenants to particular projects. The long-term program will be a matter for joint planning by the central offices. Planning for the execution of services for the protection and care of tenants will be the responsibility of the FPHA project managers who will utilize, insofar as possible, the services of the appropriate units cooperating with the ODHWS.

3. Reports, statements of policy, and procedures of concern to both agencies will be exchanged at the Central Office level for transmission to the appropriate Regional Directors. The ODHWS will be responsible for keeping the FPHA advised of the status of community facilities and services designed to serve public housing projects.

4. To correlate all health and welfare functions in relation to public housing, one person on the staff of each agency will be designed as liaison officer through whom all matters within the scope of this agreement will be cleared, and who will arrange such meetings and establish procedures as are necessary.

a. The person designated by the ODHWS will be responsible for ensuring that the interests of the constituent units are represented in relation to public housing.

b. The person designated by the FPHA will be responsible for ensuring that the interests of the respective branches are represented in relation to ODHWS.

RELATIONSHIPS AT THE REGIONAL OFFICE LEVEL

Since successful program operation is largely dependent on functioning at the regional level, it is agreed that:

1. Both agencies will operate on a decentralized basis through their Regional Directors.

2. In contacts with FPHA, the Regional Directors of the ODHWS will be responsible for ensuring that the interests of the constituent units of the ODHWS and the Federal Security Agency are represented.

3. In contacts with the ODHWS, the Regional Directors of the FPHA will represent the interests of the FPHA, and will be members of the appropriate Regional Advisory Councils of the ODHWS.

4. It is important that housing and all other community facilities should be planned in the light of total community needs and resources. Joint consideration of needs and resources will be advantageous from the standpoint of community organization, economic use of funds and maximum benefit to the community. Immediately upon learning of the approval by the Administrator of the National Housing Agency of a public housing program for any area, the Regional Director of the FPHA will notify the Regional Director of the ODHWS who will make available all relevant data obtainable through its constituent units concerning community facilities and services.

a. With respect to site selection for each project, the Regional Director of the FPHA will notify the Regional Director of the ODHWS of sites under consideration and will give notice of the site selection meeting. The Regional Director of the ODHWS will arrange for representation at this meeting by the constituent units concerned. Although responsibility for site selection rests with the FPHA, the ODHWS will make recommendations in order that the site should be selected to make the most effective use of existing facilities. The FPHA Regional Director will inform the ODHWS Regional Director of final site selection. Reciprocally, the Regional Director of the ODHWS will notify the Regional Director of the FPHA of meetings called by the ODHWS with other agencies which affect the interests of the FPHA.

b. With respect to project planning, the FPHA will consult with the ODHWS so that the facilities provided by the FPHA will be most effectively planned.

c. The ODHWS will also investigate the need for and certify to the Federal Works Agency additional necessary community facilities in relation to the housing program, and will keep the FPHA informed concerning the status of such projects.

d. Operation, including leadership, of facilities and services will be jointly planned by both agencies, making full use of all available resources.

5. The Regional Directors of the two agencies will plan jointly to develop, through field visits as needed, the effectiveness and adequacy of health, medical, sanitation, education, recreation and day-care programs in housing projects.

Herbert Emmerich

Herbert Emmerich,
Commissioner,
Federal Public Housing Authority

Charles P. Taft

For: Paul V. McNutt,
Director,
Office of Defense Health
and Welfare Services

ADDRESS OF
JOHN H. FAHEY
CHAIRMAN, FEDERAL HOME LOAN BANK BOARD
BEFORE THE
WASHINGTON HOUSING ASSOCIATION

December 8, 1941

Practically every experienced traveler from abroad who visits Washington exclaims that it is one of the most beautiful cities in the world. Our own people who come here from all parts of the country as sightseers are electrified by their impressions and return home with greater pride in their citizenship.

No one can view the sweep of the Mall leading up to the Capitol and its great dome, the breath-taking panorama from the Lincoln Memorial to Arlington and up and down the Potomac, the stately buildings on Constitution Avenue, or drive through Rock Creek Park, without experiencing a thrill. Those who live here long enough, however, and have an opportunity to observe more closely, realize that in some respects at least this beauty is only skin deep. After a trip through an area in southwest Washington, only a few blocks from where the Congress of the United States is in session, or through numerous other long neglected districts, one has to look a long time at the White House or the National Art Gallery to erase some of the disturbing impressions from one's mind.

From every point of view the Federal Government's home city should be a model for the entire country. It is under Federal control and here there can be worked out to the great advantage of Washington and the entire country experiments in the encouragement of better housing not only for workers in the lower income groups but for those who can readily buy medium-priced homes or pay substantial rents.

Here we have close at hand numerous Government agencies which have had a greater variety of experience in the field of housing, as yet but partially utilized, than in any one city in the world. At their disposal are splendidly equipped scientific laboratories for the testing of all kinds of construction materials, heating and other housing equipment and a concentration of housing information of great value.

In recent years the Federal Government has provided more leadership in the attack upon fundamental housing problems than at any time in its history. We can hardly expect, however, that this leadership will yield the dividends in better housing which should accrue to the Nation as a whole if Government fails to utilize to the fullest this great experimental station to demonstrate conclusively what can be done in providing more economic, more attractive and more useful housing.

If we face the facts concerning conditions at our doors, what do we really find? Great public buildings, magnificent embassies, residential palaces, beautiful parks and vistas which we can show off to visitors. But what else? Noisome slums - blocks and blocks of them - and some of the worst to be found anywhere, crowded apartments without parks and playgrounds for the children, expensive and wholly inadequate housing for those of moderate means and boarding houses jammed disgracefully with Government employees.

Right now we are in the midst of a real emergency affecting housing in the capital which is approaching a crisis. Thousands upon thousands of people have poured into Washington to make possible the acceleration of the defense program. They are still coming at the rate of a thousand a week, but although the housing emergency was developing rapidly more than a year ago, Washington is still unprepared to take proper care of a reasonable proportion of these newcomers.

It may be argued that all this was not clearly apparent until recently but it cannot be denied that if Washington's housing problems had been tackled with greater imagination and determination long ago, we certainly would be in a better position than we are now.

The failure to deal with this situation adequately is not due to the neglect of public-spirited citizens, the civic associations, the Washington Housing Association, the National Capital Park and Planning Commission, the District Government or officials of our several Federal housing agencies. All of them for years have been pleading for constructive action. We must recognize that in the last decade much has been accomplished which is highly creditable to Washington as a result of persistent agitation and the sympathetic cooperation of Congressional leaders who have familiarized themselves with housing problems. But Washington has not moved fast enough or far enough. This has been due largely to apathy on the part of too many residents of Washington, the negligence of private interests which should have been more alert, and to the Congress itself.

The emergency did not create Washington's housing problem. It was not the cause of the progressive deterioration of many substantially sound structures into old, ill-kept rooming houses. It was not the cause of gradually undermining values in some of the best sections of the City.

I am not emphasizing the need for public housing. The justification for it in some sections has been demonstrated by those who have long been familiar with Washington's unquestioned needs. Sooner or later the remaining slums of Washington will have to be cleared out. I have no doubt they will be, but the sooner the better.

In many cases here and elsewhere necessary emergency as well as long-time housing can be made available satisfactorily only through new construction. May I point out, however, that it is unnecessary in all cases to resort to entirely new building, in order to meet the needs of those who are able to buy or rent good homes, or to provide decent living accommodations for those who cannot pay economic rents. There are opportunities - many of them - here and all over the country where sound existing structures can be fully modernized and whole neighborhoods redeemed at much lower costs than those involved in the construction of new accommodations.

In attempting to solve the problem of defense housing, it is important to take full advantage right now of these opportunities. We are behind-time on housing in defense areas all over the country. Defense Housing Coordinator Palmer only last week again made this fact clear. We need to hurry up, therefore, if we are to provide shelter fit for human beings whose energies must be employed fully to meet the demands of the defense program. We should achieve the necessary results as promptly and as economically as possible and it is not necessary to depend entirely upon new and expensive construction. We do not have to be content with repulsive, packing-box houses. During the first World War comparatively few new housing units were built to care for workers engaged in war production. Two-thirds of all the necessary housing for that purpose in 1917 and 1918 was provided by structures already in existence. Some were promptly altered and expanded. Others called for but little new work to give more workers attractive housing.

Today in many areas existing properties can be modernized and enlarged with important savings, little delay and to the great advantage of the defense program, as well as the permanent improvement of communities.

The institution which I represent, the Federal Home Loan Bank Board, deals largely with private industry. The Federal Home Loan Bank System creates a credit reserve for nearly 4,000 private home-financing institutions with assets of more than five billions of dollars. I believe that the major job of housing this Nation's citizens can and should be done by private enterprise. I am confident that with sensible planning, when the present emergency passes, privately-financed housing should and will be one of the major vehicles for the successful transition from a war economy to a peace-time economy. Private enterprise should be in the first rank in helping to replan our cities and eliminate the noxious growths which have enveloped too many of them, not only now but in the period after the war. Government, however, cannot shirk its share of responsibility either during the emergency or in the years ahead of us. Some of the defense housing needs can be supplied on time only by the Government. In numerous cases private industry is unable to meet the immediate defense needs and should not be expected to do so. No practical man can deny that Government has a vital part to play in the development of better housing in the United States and especially in the Nation's capital.

I have suggested that prompt provision of excellent accommodations for defense workers need not depend entirely on new construction. In many sections private industry will increase rapidly the number of family units needed, by modernization and rehabilitation of sound houses. The Government can employ the same methods in some instances.

You will perhaps remember that the Home Owners' Loan Corporation made over a million loans on American homes from 1933 to 1936. Because of the depression and the mortgage crisis which developed following the crash of 1929, most of these homes had not been maintained in good condition and a large number were considerably run down. Congress recognized the condition and authorized the Corporation to use up to four hundred millions of dollars in helping to put these homes back in shape. Our organization has had a very enlightening experience in carrying on this necessary work. It has ranged from moderate repairs to more comprehensive alterations. Some of this work was imperative, if we were to dispose of the properties we were obliged to acquire and maintain anything like reasonable security behind our loans. All told, Home Owners' Loan Corporation has handled more than 800,000 cases of repair, modernization and alteration in all parts of the country and spent nearly $175,000,000.

These operations have shown that extremely interesting and valuable results can be secured quickly and economically in the modernization of sound home structures.

I have expressed the opinion that Washington ought to be an example to the country of what proper housing should be. May I point to a concrete example of a neglected opportunity right here in Washington, one which, as a partial contribution to the solution of the defense housing problem should be examined critically without delay. I have spoken of the slums and deteriorating neighborhoods southwest of the Capitol. There are 70 blocks in that area, partially negro, partially white. It is one of the best locations in Washington, but it has been completely neglected except for a few isolated ventures by enterprising citizens and a few hard-won projects of the Alley Dwelling Authority. The Federal Home Loan Bank Board is making a survey of parts of that area. Briefly, it shows that the district could be restored successfully, that existing structures could be modernized and rebuilt quickly at a cost of but 50% to 60% of new construction. Approximately 60% more housing units could be created in a short time, while at the same time providing adequate park and playground facilities. In an area comprising but 9 blocks it is possible by demolishing 121 absolutely useless buildings to provide 1,000 new dwelling units. Four hundred would be represented by reconditioned houses which are structurally sound, 600 more would fill in the gaps in the neighborhood and should be new. This possibility means something in the sense of defense housing. The dwellings now standing are mostly disreputable but with little difficulty and real economy they can be converted into first rate housing, rentable at low figures. This is an area close to our public buildings available to thousands of workers employed by the Government which although one of the most convenient locations in Washington and visible from the Capitol and House Office Buildings it has been tragically neglected for many years. Only the Government can reclaim this area if the work is to be done. Private enterprise cannot do it. The right of eminent domain must be exercised. The Government can make possible the rebuilding of these houses to rent for about $6.50 a room as compared to a rental of double that amount which would be necessary if the project were of entirely new construction. The Government can, however, get this money back because the expenditure can be repaid through amortization. The job cannot be done by private enterprise. To gain the consent of property owners in working out a cooperative program in which every property owner would join, would take too long. A few owners of property could block the whole project. It cannot be said that this undertaking could not have been assumed by private enterprise long ago. It can be shown that several similar ventures of progressive builders using private capital have proved that it can be done. In one miserable street you will find a modern little apartment house rebuilt from an old dwelling in the last couple of years. It is a good example of what can be accomplished and it can be permitted to stand and join other new units when the reconstruction of southwest Washington gets under way.

You will find another built by the Alley Dwelling Authority, conspicuous and alone, in antagonistic surroundings in the midst of dull red slums where you will not find even running water and where outside toilets and lack of proper sanitary facilities make the entire area a breeding place for disease and the kind of crime of which Washington's good citizens have a right to complain.

In more pretentious neighborhoods about Washington, notably Georgetown, anyone can see the surprising results which have been secured in the alteration of old houses.

In our largest cities all over the country home values are being undermined steadily because of the long continued failure of municipal authorities to recognize the necessity for encouraging the mondernization and rehabilitation of neighborhoods from which people were steadily moving away. A large number of them go to the suburbs. First, their old homes, dilapidated and outmoded, are taken over by the lower-income groups. These properties, as they deteriorate steadily, are occupied only by those who have to live in them and will get out if they are ever able to do so. No one is interested in proper maintenance because it seems useless to keep up one or two houses in the same block while others decay. So neglect takes its natural course. The cost of municipal services for police and fire protection and control of disease doubles and triples as the process continues and whole neighborhoods pass into slums. Finally, they are abandoned, or nearly so.

Then after much opposition from those who do not understand the inevitable results of failing to act or who feel nothing can be done, we undertake slum clearance as the only way out. Too frequently it is labeled by the critics as designed for the sole benefit of loafers and promoted only by well-meaning but soft-headed dreamers. In truth, it represents necessary protection to the entire community.

It is not enough vigorously to clear out the slums, however. We need in Washington and in all our good-sized cities to develop plans to prevent them by saving good but outmoded houses and neighborhoods by action before deterioration gets too far. Of course there are many barriers in the way. The pressure of selfish private interests to have reasonable restrictions and zoning regulations disregarded, the stupidity of municipal officials who lack foresight, and a hundred objections raised by those who doubt that anything worthwhile can be accomplished, all interfere.

Nevertheless there are encouraging developments in a number of our larger cities. Tax authorities are beginning to realize that as previously valuable neighborhoods are demoralized and it is no longer possible to collect the tax revenues they formerly yielded, the burden has to be shifted to other areas. The tax rate rises and valuations are increased on other houses and business properties which have to take over the load until it becomes next to impossible for them to carry it and stagnation spreads. The cities of this country have more property on their hands today as a result of takings to satisfy tax liens than ever in their history. The flight to the suburbs increases the traffic congestion and brings new problems for municipal governments, as well as new costs.

Many of these troubles would be eliminated by an intelligent program for the modernization and rehabilitation of existing structures which would give people who prefer to live in the city, decent homes at reasonable costs. It would restore values to properties which would help to carry necessary taxation and effect large savings not only in materials but in utilities and municipal facilities. The fuller and more efficient use of streets, sewage systems, gas and electric and water systems already installed as compared with entirely new construction of such facilities means great economies, irrespective of the better utilization of schools, parks and playgrounds with unused capacity.

With the Nation now at war and conservation of critical metals and other materials needed for defense a matter of paramount importance, there is every reason why we should, without delay, exert every effort to encourage the more effective use of houses already standing which need only practical modernization to prove their sound worth and great possibilities of service.

As I have said, municipal authorities and private interests are awakening to the fact that there are constructive opportunities in this direction. If they are taken advantage of without delay, defense housing will be provided more promptly and economically, and at the same time contribute to the permanent improvement of housing values.

The problem of defense housing in Washington is acute and this city should not lose a day in exploring this possibility while simultaneously pressing essential new construction.

January, 1942.

WOMEN'S BUREAU
FEB 16 1942
DEPARTMENT OF LABOR

WASHINGTON HOUSING ASSOCIATION
902 Barr Building
Washington, D. C.

We are sending you our next Housing Letter because we believe you are interested in housing problems in the Nation's Capital. This Association is concerned that there shall be an adequate supply of safe, sanitary and satisfactory housing to meet the needs of all the people of this city at a price they can afford to pay. We are particularly interested in housing of families of low income and of government workers in the clerical and custodial income range.

The Annual Report, which contains 22 photographs and 3 maps, is now available and can be obtained from this office at 25 cents per copy in coin or stamps.

The following studies can also be obtained after January 15, 1942 at 10 cents in coin or stamps to cover cost of preparation and mailing.

1. The Landlord and Tenant Court in the District of Columbia, 1941.
2. "Alley Dwellings and Housing Reform in the District of Columbia", - Summary of a Study by Daniel D. Swinney, 1938.
3. "An Urban Transitional Community and Its Educational Implications on an Elementary School Level" - Notes from a Study by Robert W. Eaves, 1940.
4. The No-Man's Land in Housing - Proceedings of the Second Conference on Housing for Families of Low Income, Washington Housing Association, 1939.
5. Report on the Conference on Better Housing Among Negroes, held under the auspices of the Washington Housing Association, 1936.

It you wish the Housing Letter to be sent to you, please so indicate on a postcard, giving your name and address.

If you wish any of the above publications, please check this sheet and mail to this office enclosing coins or stamps to pay cost, and fill in the following -

Name ______________________________

Address ____________________________

____

(Mrs. Samuel)

Wash. Housing assn

ADDRESS BY DOROTHY ROSENMAN BEFORE THE

ANNUAL MEETING OF THE WASHINGTON HOUSING ASSOCIATION Na 0232

Natl Comm. on Housing Emergency
6 - E. 45th St,
N.Y.C

United States Chamber of Commerce
1615 H Street, N. W.
Washington, D. C.

listed for 190

December 8, 1941.

"DEFENSE HOUSING------ NOW - AFTER"

This preparation process through which we are now plowing is costly. Government expenses are rising, and so are taxes. The price is worth paying for the much desired goal. Certain expenses will bring a dividend in the form of security. Money spent for gun powder, tanks, bombers, and battleships will not be recovered, and there is no thought of amortizing their cost. It is the responsibility of the people of the United States to produce and maintain defense equipment, and to bear their expense.

It is now - at last - a well recognized fact that it is impossible for men to manufacture needed equipment unless they have homes in which to live. It is acknowledged that the "hot bed" system of sleeping men will not keep them on the job. Nor do they work efficiently when they must commute eighty or ninety miles. Shacks do not hold a man to his work, nor do overcrowded rooming houses. For this reason the turnover in some defense plants is tremendous. A labor leader told me recently that it is useless to send men into the Hampton Roads area for they come right back. There is no place for them to live.

It is an accepted responsibility of government to see that workers and their families are housed in defense areas. If private enterprise cannot or does not provide homes, then the government builds. The Coordinator estimates that in the past year private industry has built 325,000 units in defense areas, costing approximately $1,950,000,000. Government has appropriated $492,000,000 for about 120,500 units. For 1942 the Coordinator finds that 525,000 more units are requisite, 400,000 units costing about $3,400,000,000, to be provided by private industry, and 125,000 costing about $500,000,000 by government funds. In all, it is anticipated that $6,270,000,000 may be spent by public and private sources to build low-priced homes for defense workers.

Quantities of low cost homes are being produced in every part of this vast country. And quantities of low cost homes have been in demand throughout this land for many years past. This is no financial expenditure which must be blown into smoke! It is unconscionable to think of spending these six and a quarter billion dollars without thought for their permanent service to the communities in which they are placed. These conservative Chamber of Commerce walls should quiver and quake at the very suggestion that the needs of defense housing "now" might not to a large extent serve the permanent needs of the communities in which they are placed "after."

How can that be done? In 1940 the Census tabulations recorded the structural condition of every dwelling in the country. This vast fund of information can readily be drawn and tabulated from the Census records. Each defense community can then measure the number of outmoded and outworn homes within its midst, and should plan its defense building so that the new houses can be permanent assets. When the emergency is over and the population resumes normalcy, the outworn structures are those to be demolished. Antiquated, unsound areas, - financial losses to tax rolls, realtors and investors - should be wiped out and rebuilt for the purpose which most suits their location in respect to present day needs.

The location and expansion of defense plants depend upon weighty military factors and frequently cannot be juggled into positions which coincide with established housing needs. For instance, powder plants are built in sparsely settled sections. There may be no future use for homes in those communities when gun powder is no longer wanted in war quantities. How can money spent for housing in those areas be salvaged for long-term service? Where these plants are sufficiently near established towns, additional homes should be placed in those neighboring towns up to the hilt of their permanent requirements. The Radford, Virginia experiment of the Farm Security Administration contributes a method of solution in so far as the number of farms provide for the use of additional farm houses. Where neighboring towns or farms cannot absorb the excess housing, demountable homes and dormitories must be furnished so that families are provided for during the emergency, and ghost towns will not remain afterwards. Site plans should be carefully developed - even for demountable homes - for there is no telling how long the emergency may last, and there is always the chance that war plants may be converted into some peace time activity.

There are many cities where the rehabilitation of large, old structures will add extra units. Mansions of yester year can be turned into nests of cozy two and three room units. But great care must be taken in this program! Spotty rehabilitation is a dangerous process. It soon becomes a dead loss to the investor, for it is a well-known fact that spotty rehabilitation does nothing to pull the neighborhood into high gear, and tenants do not remain in blighted areas even though their individual apartment is resplendent with gadgets. Even rehabilitation must be planned for the social and economic welfare of the future.

The day of reckoning always comes around so we must count on meeting it. Whether government money is spent, or private funds, they must meet the test of future use. Private funds and public funds must - if they be wisely invested - build homes that will fit the pattern most suited to the community. Private funds are spent with the expectation of continuing return on their investment. Their return will be in direct proportion to their serviceability to the community.

Public funds have the same responsibility. When the emergency is over, government will wish to dispose of as much of this property as it can. That which can be absorbed by private industry will be bought by private industry. It is to be hoped that there will be no wholesale dumping of property at sacrifice prices as there was after the last war. It is to be hoped that Congress and the administrative agency entrusted with the final disposition of these properties will take every precaution to avoid dumping them to the advantage of the profiteer and the disadvantage of the vast group of low wage earners who so desperately require them. It is to be hoped that Congress - at the appropriate time - will give thorough consideration to the method by which these properties may be disposed of so as to satisfy the demand for low cost homes and the investing real estate market. There may be a large quantity of government built housing that cannot be properly absorbed by private capital. Where that condition exists, and the local housing authrity feels that it would serve to replace outworn structures in the community, the Congress may make appropriate arrangements to turn over the properties to the local authorities. There may be many instances where the Congress would feel it wise to transfer the properties to local authorities instead of to private auspices.

Incidentally, I would imagine that the local authorities would wish to take over structurally desirable homes, and not buildings easily susceptible to becoming new slums. It would be unsound policy for them to take on structural liabilities, or buildings placed out of the beat of the community pattern.

It would be extremely poor judgment for Congress to hamper and restrict its future deliberations on this important matter by hasty and lightly considered action now. H.R. 6128 as reported by the House Committee on Public Buildings and Grounds prohibits the conveyance "to any public or private agency organized for slum clearance or to provide subsidized housing for persons of low income." Congress should be strongly urged to delete this clause from H.R. 6128 and to reenact the disposition clause contained inthe original Lanham Act.

The National Committee on the Housing Emergency has sent the following letter to Mr. Lanham and other members of Congress:

"December 5, 1941

Mr. Fritz G. Lanham, Chairman
Committee on Public Buildings and Grounds
House of Representatives
Washington, D. C.

Dear Mr. Lanham;

The report of the House Committee on Public Buildings and Grounds on H. R. 6128 and the bill itself have been carefully studied by this Committee. They have occasioned us great concern because we believe that certain provisions in the bill will hamper the expeditious construction of defense housing and will make it impossible for those charged with the administration of the defense housing program to serve the defense workers for whom this housing is most urgently needed.

We believe that some of the problems which have arisen in connection with the defense housing program would be met by a reorganization of the federal housing agencies. Our Executive Committee has authorized me therefore to urge upon your Committee that in recommending the authorization of an additional $300,000,000 for defense housing, it also recommends that for the time being, Public 849 be left in substantially its present form.

We do concur in the amendment which will permit an average cost of $3,750 and a maximum of $4,500 per dwelling unit. A higher standard of construction will produce houses for which there will be a more ready market after the emergency, and such houses will not tend to deteriorate into new slums which would add to the burdens of local communities.

We also concur in the provisions of the bill which authorize payments in lieu of taxes equal to the normal taxes which would be levied against defense housing projects if they were subject to local taxation. Much of the local antagonism to defense housing will disappear when local officials are assured of payments equal to full taxes.

We are particularly opposed to three of the proposed amendments, that is;

Section 4. Disposal of the Projects.

While it is true that the purpose of defense housing is not slum clearance, it may very well be that at the end of the emergency the most advantageous disposal of certain projects, from "both the social and financial viewpoints, would be their conveyance to local housing authorities. In certain instances this may be the best means of preventing the dumping of properties and thereby disrupting the real estate market.

Local authorities should not be excluded from purchasing these projects when they are offered for sale, but should be given the same opportunity as private purchasers to bid for them.

However, because it is of such vital importance that these projects be disposed of to the best advantage, we recommend that Section 4 of Public 849 be amended to include standards which will insure maximum ultimate usefulness. We suggest the following for inclusion in Section 4:

> 'Defense housing projects shallbe so located, designed and constructed that they will serve well the immediate purpose of housing defense workers, shall fit into the community in accordance with accepted principles of city planning and shall serve the long-range interest of the communities in which they are built thus, among other advantages, facilitating a favorable disposal after the emergency.'

Section 6. Rentals.

For civilian defense workers the bill provides that rentals charged shall be based on the value of the projects. Rents based on a fair return on the capital investment would exclude many of the workers for whom government must provide housing. Such rentals would also compete with the housing provided by private builders who can build for the higher paid workers but who cannot reach the lower paid workers.

It is well known that in many defense areas the labor turnover is seriously hampering production and much of this turnover is due to the fact that the workers cannot find living accommodations at rentals which they can pay. If defense housing built with public funds is to serve its primary purpose - the maintenance of a labor supply for defense industries - the rents must be fixed at levels which the workers can and will pay.

Section 7. Designation of Construction Agency.

We believe it to be most inadvisable at this time to attempt a piece-meal reorganization of housing agencies. We are convinced that the best interests of the defense housing program can be "served by maintaining the status quo until a comprehensive reorganization can be effected.

We sincerely urge your serious consideration of our suggestions.

Sincerely yours,

Mrs. Samuel I. Rosenman,
Chairman"

There is great need for a clarification of the entire relationship between public and privately financed building, and for a close coordination of the work of public and private endeavor in this field. Let us not erect any more artificial barriers at this time. Spend this six and a quarter billion dollars for housing which is worth having in our cities, towns, and villages. We want our money's worth from the expenditure - whether it be private or public funds. And we want the housing built.

FEDERAL WORKS AGENCY
UNITED STATES HOUSING AUTHORITY
Washington, D. C.

LIFE IN A PUBLIC HOUSING PROJECT*

By B. J. Hovde
Special Consultant in Charge of Management Review Division
United States Housing Authority

All over the United States, where public housing projects are appearing above ground, there is intense speculation regarding the kind of life that is to be developed there. Enemies of public housing are in a few instances deliberately spreading rumors of intolerable restrictions by management upon the freedom of the tenants' lives; the great mass of Americans, since public housing is something new, are bewildered and skeptical; and over-enthusiastic supporters have pet schemes for making public housing the vehicle of the millennium. It is therefore incumbent upon the sober friends of the movement to take stock of the situation.

To arrive at any sound conclusions concerning the kind of life to be developed in American public housing projects, we must have a fairly accurate knowledge of two things: (1) the kind of people who will live in them, and (2) the kind of projects in which they will live, meaning by this last not only the physical structure but the spirit of the projects as expressed in management policy.

We will direct ourselves first to a brief consideration of the clientele of the project. Under the law, as you all know, tenants must be chosen from among that section of the population which constitutes the lowest income group, or, in the terms of the U. S. Housing Act, "those who cannot afford to pay enough to cause private enterprise in their locality or metropolitan area to build an adequate supply of decent, safe, and sanitary dwellings for their use." (Sec. 2 (2)). Immediately, by this phraseology in the law, we are limited to a study of the habits and conditions of those who alone may be admitted to the projects, namely, families of low income. And let me say here that to date no USHA-Aided project has admitted any family, even the largest, whose annual income has exceeded $1,399.00.

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* A speech delivered at the invitation of the Citizens' Housing Council of New York City in December 1939.

There are literally millions of such low-income families. I have just read the National Resources Committee's report, entitled Consumer Expenditures in the United States, covering the years 1935-36. Those years fall midway between our two most recent economic slumps and probably represent as average conditions as we have had in the last ten years. According to this report, 2/3 of the American consumers had less than $1,450.00 a year in income, and the lowest 1/3 had less than $780.00. It has been a policy with local housing authorities and with the USHA to set local maximum income limitations so low that admission in every local community is limited to that 1/3 of the population which has the lowest income. In the USHA-Aided projects which have so far adopted management policies and fixed rents, the estimated average annual income per tenant is $765.00. By way of comparison, it may be stated that in 1935-36 it took the combined purchasing power of 11,500,000 families out of a total of 13,000,000 comprising the poorest 1/3 of the Nation to equal the purchasing power of only 178,000 families with incomes of $15,000.00 and over, namely, about six billion dollars.

Such are the normal average incomes of the group from which public housing tenants will be chosen. As a matter of fact, this group was not entirely self-sustaining. They incurred deficits, or, in the words of the National Resources Committee, "Negative Savings." Let me quote: "For all of the income groups below $1,250.00, the entire family income was not sufficient, on the average, to meet current outlays for food, housing, and other necessities and comforts of daily living. For families with incomes of less than $500.00, average outlay exceeded average incomes by $162, or ... by about 50 percent. While the deficit is less as income increases, even those families with incomes of $1,000.00 to $1,250.00 spent, on the average, about 3 percent more than their incomes for the year." More than half the Nation's families, 16,000,000 of them, had incomes of less than $1,250.00 a year.

Now, how do these people normally spend their incomes? Considering only families with incomes of $1,000.00 a year or less, the National Resources Committee finds that between 35 and 53 percent of the incomes goes for food, between 23 and 35 percent for shelter, between 5 and 6 percent for household operation, between 9 and 12 percent for clothing, almost nothing for automobiles, and between 17 and 19 percent for other consumption. Only 1% to 5% goes for gifts and taxes. It will be noted that expenditures for shelter and household operation are only a little less than expenditures for food.

From the foregoing we may draw the following conclusions about the habits of public housing project tenants as consumers: (1) They are forced to use a disproportionate part of their incomes for food, the primary necessity; (2) they are accustomed to paying far more than the traditional 20 per cent of their incomes for housing and utilities, the item which takes second place in their budgets and which is practically irreducible; (3) clothing is a tertiary problem but also an irreducible item; (4) What little remains out of their incomes after paying for food, housing, and clothing must supply medical care, hospitalization, fees and contributions to organizations and churches, cultural needs such as reading, recreation, cosmetics, candy, tobacco, gifts, and all other amenities of life - so far as they supply these things themselves. Here you have the economic basis of the average project tenant. Before considering further the occupants of public housing, let us discuss the dwelling units themselves.

The planning of structures sponsored by the USHA for families of low income starts with the site plan. This means that considerable thought should be given to the type and arrangement of the buildings and of the ground facilities.

There are certain minimum requirements for housing which have been recognized. Every dwelling must have a bathroom, living room, cooking facilities, storage for clothes and adequate sleeping privacy. All habitable rooms must have direct outside light and ventilation. Room sizes should be suitable for the use intended, i.e. they must accommodate the necessary furniture and allow sufficient space for circulation. In addition there should be some "elbow room" for growing children, floor space for the baby to play on and shelves for toys and books. The Committee on the Hygiene of Housing of the American Public Health Association states that no habitable room, particularly bed rooms should have less than 400 cubic feet of space per person using them.

The buildings should be of fire-proof or semi-fireproof construction designed to require the minimum amount of maintenance expense. It is necessary that foundations be adequate to prevent settlement and that proper sanitary and surface drainage be obtained at all times. Large amounts of exterior painted surfaces are to be avoided because of the expense of keeping them painted. It is necessary that the design of doors and windows be simple and rugged so that they can be easily maintained. Concrete floors with smooth waxed surfaces have been found suitable and economical. Wall paints should be washable so that tenants can easily clean them.

Housing is more than shelter, therefore certain utilities are required such as heat, electricity, gas and water.

The heat requirement in housing varies from practically none in places such as Miami, Florida to an item of great importance in northern climates like Buffalo, New York. Heat may be supplied by tenant operated equipment or by project operated multiple plants or central plants.

Electricity is now looked upon as an essential in modern life. It supplies light, refrigeration, heat for cooking, heat for hot water and even for space heating. Its use will probably increase as its cost per unit decreases. By metering the electrical requirements of a project as a unit, utility companies can supply the current at a wholesale rate. The tenant benefits from this reduced cost.

Gas is available in many localities. In some places, it is cheap enough to be used for heating water and for space heating. The equipment for gas is a little cheaper in first cost and maintenance cost than equipment for electricity.

The structures which we have described provide decent, safe, and sanitary shelter. This is, of course, most important and should be given primary consideration. However, public housing must provide more than shelter; it must provide the essentials for the improvement of the health, happiness and social usefulness of the low income groups of the community.

The people living within the structures must be considered not only as individuals but as groups requiring social contact, leisure-time activities and common services. The plan of the well considered project will therefore include ample space outside the structure, so organized as to be attractive as well as useful for play, recreation, and service.

A most important function of the development of the grounds is to create an atmosphere which will set the project apart from the slum area which it is the purpose of public housing to eradicate, and will encourage the people living in the project to set a higher standard of living and of maintenance of their dwellings.

While walks and service pavements, play or sitting areas provide for necessary services or activities, it is the trees and shrubs and such lawn as can be included in the design which contribute most to the creation of this atmosphere. It is the loss of this atmosphere through neglect and improper maintenance which causes retrogression to the condition of those areas in which the tenants have previously lived. It is not necessary that the design for the lawn and planting areas be elaborate, but it is necessary that the character of the project in this respect be well determined.

Further, the large open areas, properly developed, provide for exposure of the dwelling to the sun, and for the free circulation of air, both so essential to health and happiness, and also serve to satisfy the desire of human beings for contact with nature.

Another function, the necessity of which is not so apparent but which contributes to this atmosphere, is the relief, through the planting, of the usually severe and simple building design dictated by required economy.

Play and sitting areas of appropriate materials will provide opportunity for healthful fun and relaxation out of doors convenient to the home.

The maintenance of the grounds should be of a standard consistent with low rents. In actual cost, such maintenance will amount to approximately 5 per cent of the shelter rent, including sufficient replacement reserve items to insure the maintenance of the various features of the grounds in serviceable condition throughout the life of the project.

This standard will provide for a neat project without frills in maintenance. At no time is it expected that the project will be a show place, it is a normal unit of the community in which it is located. Tolerance is expected of the management when bare spots appear in the turf or when tenants wish to express their desire to plant material of their own choice in areas allotted to them for maintenance. Intensive use of the public areas, with a reasonable degree of care, should not be discouraged. Supervision should not extend beyond that necessary for the protection and maintenance of property and for reasonable service to the tenants. Variety in the care of the individual yards should be encouraged in order that the project may not become institutional in appearance.

In the final analysis, it is the way in which the grounds are kept, the interest and sympathy of the tenant in doing his part toward good maintenance of the grounds which will indicate whether the project remains as built, a slum-clearance project, or returns to the slums. The individual dwelling may be poorly kept, but the people of that dwelling, generally speaking, are the only ones affected. On the other hand, the grounds are common to the entire project and their character aids, out of all proportion to relative cost, in determining the level at which the people of the project as a whole will live. Here perhaps, we might stop our description of the physical plant.

But an essential part of the project is its community spirit. Good planning and good management will consider the provision of facilities and the operation of a management program based on tenant needs for recreation, social service, education, health, and general activities.

For the tenant is not merely an economic creature, a digit in a statistical column; he is a member of a family, and families admitted to urban housing projects are probably more gregarious than the average American family. They have often lived in crowded communities conducive to the formation of gangs and cliques. The common stair-halls of the tenement have made neighbors almost cousins, and the sidewalks on which children and adults alike have had to loiter and play have made the stranger not very strange. These crowded conditions of life, while they have of necessity bred into the low income group a certain brash self-assertion, have also furnished the basis for ready camaraderie.

Their political habits are also somewhat distinctive. The slums are normally in so-called "controlled" wards, or vice versa, certain wards are controllable because they contain slums. It is not necessarily corruption that lies at the bottom of this control. It is equally often the instinct of the compact herd to remain a herd. This instinct is not without value. When directed toward proper ends it becomes a powerful instrument of progress; in a public housing project, intelligently managed, there exists the opportunity for its wholesome expression.

The new residents in a new housing project find themselves in a strange environment. There are no traditions, no old familiar guideposts. They have to make new acquaintances and find new ways of doing familiar things. Anything can happen in this new community. These people need guidance to find their places. Therefore, it becomes the duty of Management to provide "A regular plan, with professional help, to achieve a well-rounded community life of the tenants in social, recreation, health, education, and welfare activities". This "plan of action" is the Tenant Relations Program.

What do the tenants receive through this program? The machine has freed man from long hours of work, and in addition it has also tended to destroy individual skill and to deprive man of the satisfaction he used to find in his work. Recreation must fill this gap and balance the monotony of routine jobs with creative, constructive, healthful and enjoyable activities.

In the community from which the tenant comes recreational services, except the most meagre, cannot be purchased. For the most part, club dues, magazine subscriptions, books, concerts, plays, swimming, nursery schools, trips out of town, and individual hobbies, are not within the reach of low income families unless these services are provided at no or small cost by recreation departments, schools, settlements or other agencies. Recreation is no longer a major function of the home; it has been transferred from the home to the neighborhood and the larger community; onto the street, the vacant corner lot, into the movies, the corner store, the settlement, the

"Y" and the playfield. Since indoor facilities are usually not available or accessible, outdoor play is more prevalent. Thus groups manifesting an interest in indoor activities, such as older youth and adults, are largely neglected in urban communities except by commercial recreational enterprises.

The public school system, of course, touches families in the low-income bracket, yet higher education is impractical for most of them. Thus it seems clear to me that most of the cultural advantages produced by urban society in the United States are not accessible to many low income families even though they are the backbone of the country. They not only represent the largest percentage of the people but a substantial number of voters.

The first point in the "plan of action" is the provision of facilities -- buildings and areas -- for community activities. Often enough the space is there, but is not planned for the needs of the community. Many times an area is labelled "recreation", but it is not useful for that purpose. The uses of community space should be studied as thoroughly as the uses of a dwelling. These spaces should be planned for multiple use. Basement rooms that are poorly lighted and badly ventilated, may be used for storage space rather than as pre-school training craft centers.

By joint planning and early consultation with acknowledged local experts for serving the needs of the neighborhood of which the project is a part, the best multiple use can be obtained for the community play areas. Agencies providing playgrounds, community centers, clinics, welfare services, libraries, educational and cultural services should be brought into the picture early so that the new development will be in keeping with their far-reaching plans for the city as a whole.

As needs of residents become obvious, and as interests develop and are expressed, a program of community activities will emerge for each project. A broad scope should be provided to allow the local tenant group self-determination. While guidance and stimulation of community activities are essential, we must renounce paternalism as a guide to action for Management. In true democratic fashion, the program must be guided by the needs of every child and adult in the community. Facilities and leadership must be provided only to create an opportunity for adequate satisfaction of these needs.

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. . . .

Let us be under no illusions. Life in a Public Housing Project will not be a utopian idyll. It will not, for example, automatically place the tenant in position to increase his income, on which so much of happiness and welfare depends. It will not liberate him from all the ills to which the flesh is heir; the sorrows attendant upon every life will still be his. He will still face the problem of achieving and maintaining a good adjustment to his family and his neighbors. He will still spend many troubled hours reasoning with his own soul and fighting the devil that is in him. All that can be said is this, that where formerly he was under terrible handicaps in the effort to realize what was best in himself, he will, so far as his shelter and his neighborhood is concerned, be able to wage the struggle upon more equal terms. With this advantage won, his duties and responsibilities will increase.

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AGENDA
FOR WESTERN HOUSING & PLANNING

Published monthly by the
CALIFORNIA HOUSING
& PLANNING ASSOCIATION
948 Market Street San Francisco, California

Affiliated with CHPA: Telesis and the Housing & Planning Councils of San Francisco, Los Angeles, Santa Barbara, Fresno, Sacramento and Santa Cruz.

Vol. 1, No. 4 September, 1941

Proposed: NO REGIMENTATION, NO UPLIFT

Americans don't like handouts, particularly when they are flavored with an atmosphere of righteous reform. Low-income American families do want decent homes for their families to live in—but not, by and large, at the price of patronizing interference in their private lives, or public segregation as a "problem group" or recipients of charity.

Therefore, if public housing is to be a popular success, it must be administered as a normal public function for normal people. The most important factor in solving the housing problem must be the direct responsibility and initiative of those who need houses.

These precepts seem simple and obvious enough —perhaps that is why they need constant reiteration. During the past months, as hundreds of local authorities have progressed from the planning and construction to the management stage, some potential weaknesses in the housing program in this country have become more apparent—fallacies in public attitude, possible sore spots in management practice, absence of popular responsibility and initiative.

Those Good Gray Slum-Dwellers

The low-rent housing and slum-clearance movement in America thus far has tended too much toward something imposed or bestowed from the top down. Its dynamics have been those of reform rather than desire. A lingo has grown up which invariably implies that the housing is *for somebody else*—a vague amorphous group known as "slum-dwellers" or the "lowest income group" or merely "these people." And this attitude and lingo have in turn tended to create suspicion or at least prevent the gradual increase of healthy responsible participation by the very people whose need for housing should obviously be the dynamic force behind the movement. Housing is by no means really *popular* as yet.

A good part of this situation is probably unavoidable. Malicious rumors spread by the reactionary opposition take time and concrete evidence to allay. And that same opposition has forced local authorities into a depressing amount of red tape and case-work in certifying the eligibility of tenants for public housing.

Too Much Crime and Disease

But with all due allowance, there are some unnecessary obstacles within the housing circle as well as without. There has been relatively far too much talk about crime and disease, for one thing. It's quite true that children in sunny, well-planned modern neighborhoods are far less likely to land up in juvenile court or with T.B. or rickets than children in substandard homes—and this is certainly an important argument for improved housing. But the implication that everyone who cannot afford a decent privately-built home is a social outcast is more conducive to resentment than to enthusiasm. A truly popular movement around the slogan "We, the Slum Dwellers . . ." is unthinkable.

Too Much Gratitude

One California mayor, addressing the tenants at the opening of a project, told them they ought to be eternally grateful for all the trouble and expense the city had been put to in their behalf, and that they should never forget that they were getting certain municipal services free which ordinary citizens had to pay for.

CHPA does not feel that unremitting gratitude is the ultimate purpose of a housing project. After all, public housing is not provided as a personal favor to a particular group of people. It is provided because it is in the interest of society as a whole that bad homes be eliminated and a decent standard of housing maintained, and because it is now clear that this can only be accomplished through public initiative.

It costs the well-to-do taxpayers considerably more to educate the children of a low-income family than to see that they are adequately housed. Both subsidies are granted for impersonal reasons, and should be administered in the same objective spirit.

Neither Utopia Nor Company Town

Certain attitudes and practices cropping up here and there in the actual administration of finished projects may also warrant scrutiny at this stage. One is the notion that a housing manager is something rather like an old-fashioned paternalistic employer in a company town who feels a fearful responsibility for every action and opinion of his charges. With ill will, this attitude can rapidly create in a housing

(Continued on page 7)

CHPA is currently forming a committee on community facilities and activities, concerned primarily with the people living in USHA and FSA communities. This issue of AGENDA is a preliminary exploration, viewing three major aspects of the subject—the basic site plan of the community, the tenants, and the management.

CONFERENCE—Santa Barbara—September 27-28

Twelve round table sessions will work over drafts of program on selected phases of housing and planning in California and the nation, setting in motion twelve basic committees of the Association. Led by outstanding Californians' these sessions will produce CHPA's Program for California. All CHPA members are invited to attend. Also invited are members of housing authorities, planning commissions, Telesis north and south, and other interested persons

the SITE PLAN

The site plan of our neighborhood, is, to a greater extent than most of us suspect, the basic mould of our daily lives

↑ Starting with THE PEOPLE and a piece of LAND, and discarding encumbrances of the past

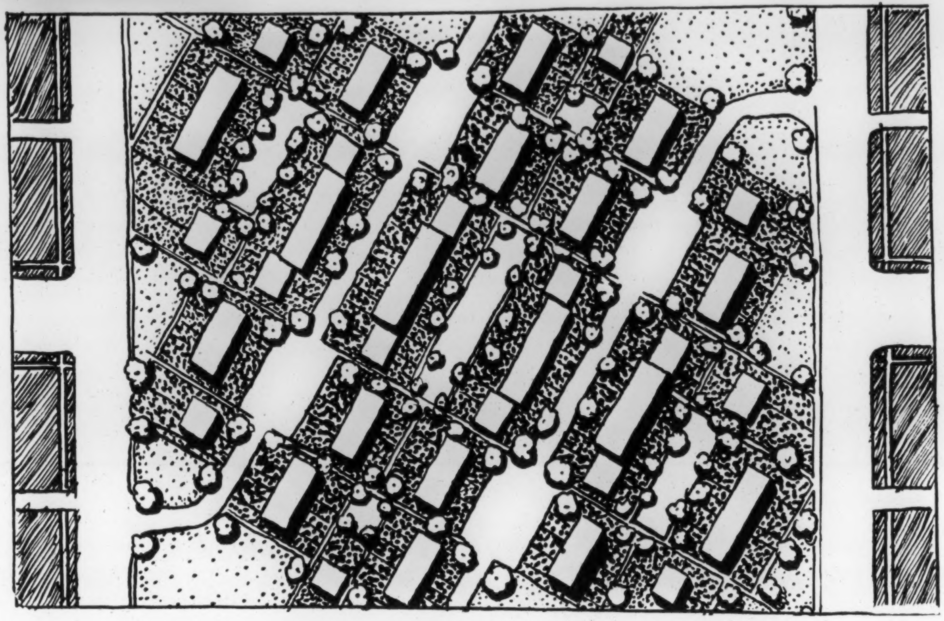
...in the present subdivisions most of us exist in a peculiar combination of isolation and congestion, cut off from social communication with our neighbors yet only too uncomfortably aware of their proximity...

THE NEW SITE PLAN

is based on the contours of the land → rather than mechanically-ruled gridiron lines

is based on the needs of the people rather than the profits of the subdivider

This type of site plan is found so far mainly in USHA and FSA communities, is being adopted also by large scale investment housing.



TRANSLATES INTO

Space

obtained by eliminating → wasteful streets and pooling small areas

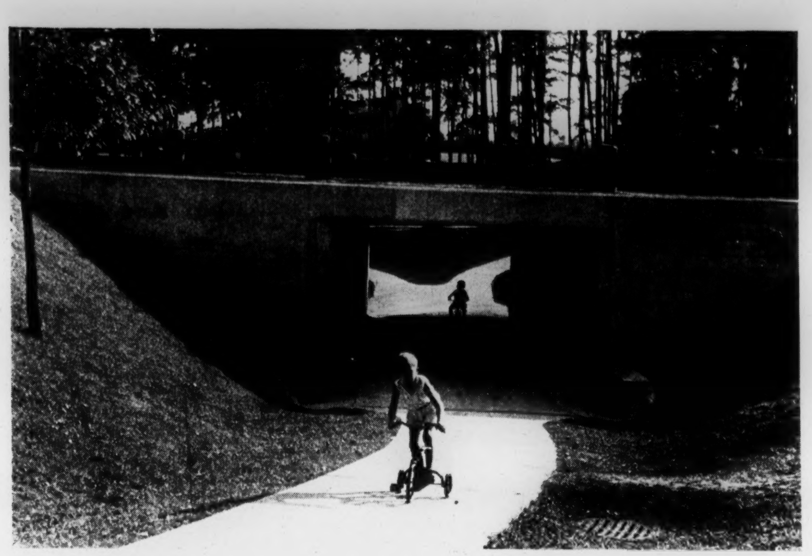
In most private subdivisions open space is largely wasted, coverage rising to more than 90% in apartment districts.

Play

near to every door → a normal part of daily life

...as our civilization becomes more mechanical and more complex, recreation becomes a greater necessity for human beings; but hours of harassed driving over congested roads to distant play facilities only makes recreation unsatisfying and costly...

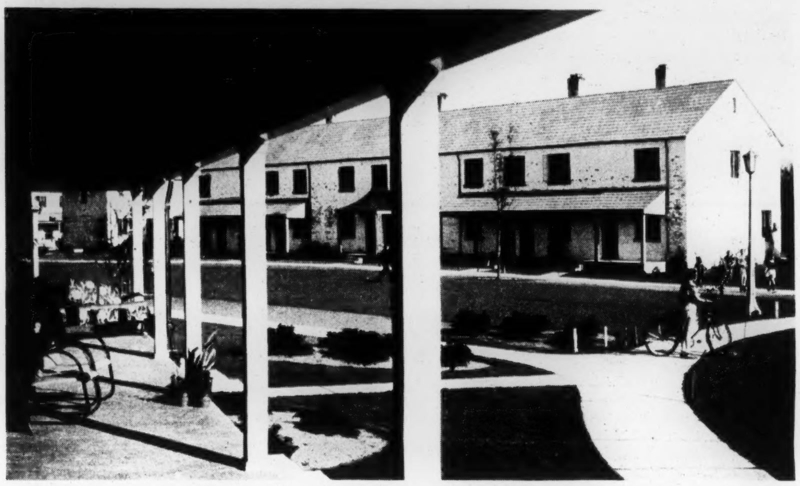
TRANSLATES INTO



Safety

← **Fast moving traffic goes around the community not through it. Pedestrians use walkways free from traffic hazard.**

. . . nine-tenths of our traffic deaths are due to careless planning not to careless driving . . .



Pleasant Surroundings

← **Healthful . . . Clean**
Quiet . . . . . Attractive

Compare the interior court of this low-rent USHA project with the street frontage or the back-yards of most private subdivisions.

Place to Meet

← **Here dances occur, clubs meet, plays and movies performed, discussions held and councils elected.**

. . . these are communities not rows of houses. The sense of "belonging" to a group and to a place is the real sense of ownership . . .

And Economy

With all its other advantages good site planning is actually much cheaper than the old fashioned grid-iron subdivisions . . .

Elimination of useless roads etc. results in savings. Large scale building means cheaper construction costs. Property stability is increased and blight decreased.

Telesis Recommends

NATIONAL

- $800 millions for a new USHA program to meet defense needs, prepare for after the war
- $300 millions annually for a doubled FSA program
- Encouragement of Camden Plan, other large-scale coöperative housing

CALIFORNIA

- Passage of Urban Redevelopment Act, permitting large-scale, non-speculative, private housing

TECHNICAL

- Even more generous USHA space standards
- Community center for every sizeable USHA project
- More strict and imaginative FHA requirements for subdivision layout

POPULAR

- General demand for more-livable homes and neighborhoods

THIS SITE-PLANNING
SPREAD PREPARED BY
TELESIS

Photographs by FSA and USHA

THE PEOPLE . . . .

A planned community is more than mere buildings

We present on these two pages statements from people living in FSA and USHA communities. We feel that a concept of human nature not sufficiently recognized is presented in them—the impulse towards coöperation and mutual responsibility.

For the last two hundred years Western Civilization has maligned mankind. The classical economists, philosophers of Capitalism, combined a wolf with a packrat, added a brain, and called the result "Man." Turn these creatures loose in society, they said, and their "enlightened self-interests" will automatically balance out according to the law of nature. They were wrong. It didn't work automatically, and neither charity nor grudging social legislation could make it work. And their estimate of man was wrong.

A great many traits and motives are found in man besides greed and fear. Generosity, responsibility, creativity, craftsmanship are important impulses in man. We must develop a society and an economy that recognizes these traits.

OUR COOPERATIVE STORE

An editorial in the Covered Wagon News, mimeographed weekly newspaper of the Shafter Farm Workers' Community.

Just what it can grow into, quite a few things are possible. Right now two and a half cents out of every dollar you spend at the store goes into the camp fund. Everyone knows what the camp fund is used for, everything except the bare buildings.

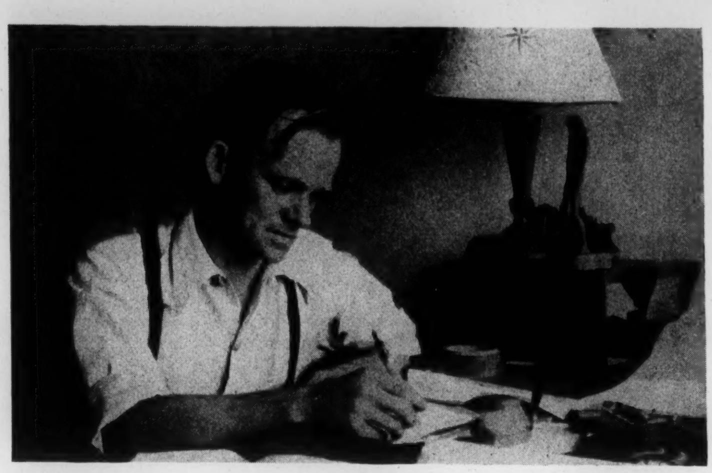
But there are many things that could be done, the camp manager has said that he hopes the seven acres of ground west of the camp and south of the houses could be used as a small farm or a community garden. One thing that could be started and that is bee hives. The co-op could buy a few boxes, in a couple of years the few boxes would grow to many hives. So the campers could buy good honey cheap, that's one thing that could be done. Another is that rabbit hutches could be built and a few rabbits bought, and the co-op could start raising rabbits to sell to the campers at cost or for a very small profit. These four or five acres could be put into a winter garden this fall or late this summer. Then a couple of acres could be set out with berry vines. In a couple of years it would bear as many berries as this camp's population could eat, it would also furnish some work picking and tending them. Could even start a coöperative chicken business.

Just suppose the store wasn't here. You would have to spend your money for groceries anyway wouldn't you. But what would you have to show for it? Nothing. Maybe the fellow you would have traded with would have bought himself a new car or a new house, but when you trade at the co-op store the profit stays at the store and in the camp fund.

The store is growing fast and will keep growing 'cause it's a good thing for us agricultural workers. So let's make it grow and grow and spread out for the benefit of all of us. *One thing that the store has already done—it has reduced the camp rent from seventy cents a week to twenty-five cents a week. That means quite a bit to us folks.*

Camp Council at Tulare Farm Workers' Community: Elected representatives of the tenants discuss problems such as best use of funds from co-op store (see article above), are responsible for wide range of actions from dances and athletic events to publication of camp newspaper and maintenance of order

• they say that through cooperative and community activity they have obtained more security, more friendship, and more pleasure



EDWARD KAY, author of this article, is the editor of "El Carmelito," weekly project newspaper. This paper was so successful that a North Long Beach newspaper demanded it cease publication, began a price-cutting war when Kay refused.

Without financial reserves Kay was not able to match the other paper's cut rates, suspended publication—but announced to his subscribers and advertisers that he'd be back as soon as the rates went up again.

nucleus • of democracy

by Edward Kay

resident of the Carmelitos Housing project, Los Angeles County

Over and above the worldly goods that one inherits when moving into a planned housing project is the opportunity to revive a tradition that is as rich and deep and alive as the most common right of humanity, the tradition of the neighborhood community, the village, the nucleus of democracy—small and yet complete so that it may easily be understood. And it is thousands of communities like these that will make up the chemistry of the new America.

The planned community is a new experience to many of us who have come from urban districts, and there are many things about it that we will have to learn—the hard way for some. We find, for instance, that we cannot submerge ourselves in narrow beliefs as we could before, and that our shortcomings are highlighted by the very closeness of association. By the same token we find that our talents, which a larger world had chosen to ignore, now receive recognition.

I would say that for all of us, almost without exception, life is now more secure, more pleasant, more rich, more integrated, and more purposeful than it was before. Carmelitos, aside from its primary purpose of providing comfortable shelter for a reasonable rent, offers to all of us an extended field of usefulness. In a real sense a *new* life began when we moved into Carmelitos.

In the old days when we were a part of the famous "one-third of a nation," there seemed a shadow over our children's lives and a comparable ebb in our own tide of living. In crowded unsympathetic neighborhoods we felt a spiritual as well as economic decline, we experienced wastage and frustration. Our children seemed always in danger of accidents or sickness or getting into mischief through lack of opportunity for anything better.

Now, though we have not become rich, we feel more secure. Our rents are reasonable, and we have organized a cooperative insurance plan. And our children play in safety.

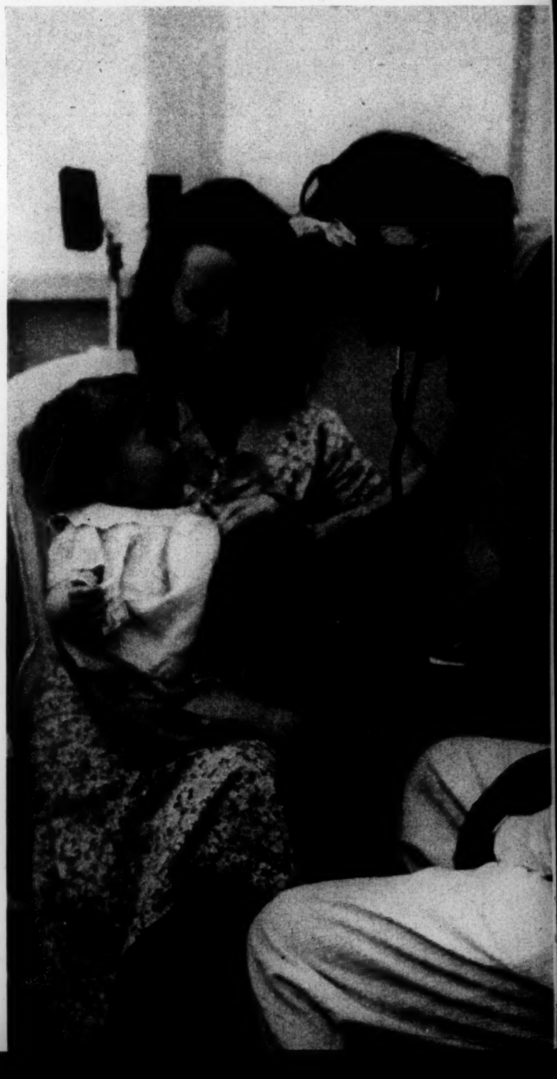
I said that life was also more pleasant and more integrated at Carmelitos than in the old districts. The main reason for this is the friendly spirit of the whole community, including the Resident Superintendent and assistants, and in fact, the whole housing authority. When the project was first opened, in the first flush of excitement at moving into such a community, we instituted far too ambitious a program of tenant activities. Our disappointment when many of these activities did not succeed was compensated many times over by the valuable experience we gained. We now have various clubs, music groups, Saturday night dances, a weekly newspaper, a little theatre group, and Sunday vespers. One woman told me that before she moved into Carmelitos she knew only seven people in her neighborhood, now she has hundreds of acquaintances and many real friends. This, I think, is very important.

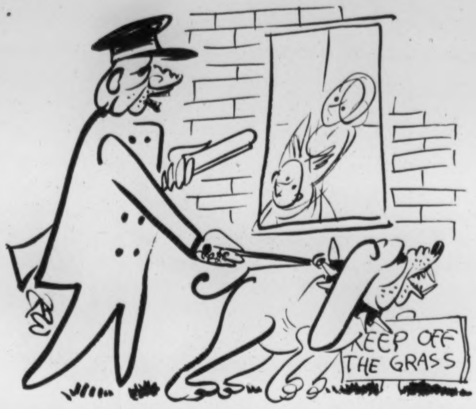
We also have a Council, elected by the tenants, to represent them. Many of the present leaders who feel no trepidation at addressing a crowded community hall admit that before residing in Carmelitos they had never spoken to a group of more than three or four persons in their lives. This is not only an expansion of their personalities, but it is also, in a modest way, an expansion of democracy.

It is things like this, plus the new vigor and happiness to be seen on the faces of our children, that gives us in Carmelitos hope for the future.

PEOPLE'S
CO-OPERATIVE
STORE

A COOPERATIVE STORE means expanded buying power for limited incomes. GROUP MEDICAL PLANS insure a better health level—minor ailments get treatment early, are less likely to become major. FSA camps have more such cooperatives than USHA projects, partly because neighborhood stores are less available, perhaps also because many Local Authorities discourage "radical" activities

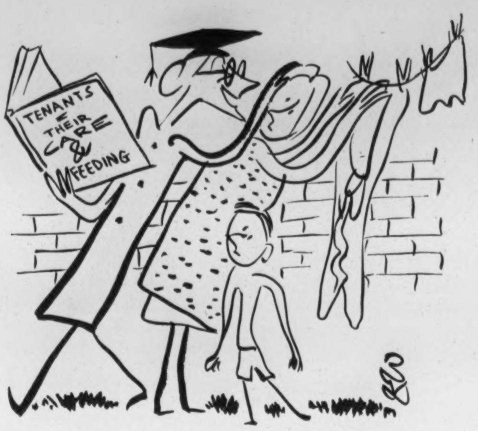




PRISON GUARD

Management must avoid these tendencies at all costs

SOCIAL REFORMER



Drawings by Kevin Wallace

A Difficult and Challenging Task

by Abraham Goldfeld
Author of "Diary of a Housing Manager"

> *The New Estate is not merely a street of houses or a collection of streets and houses: it is a unit of social life. It may have been planned as a physical thing: it soon became (perhaps to the surprise of the planners) a spiritual thing. You cannot put some thousands of people together, in a definite and demarcated area, without their beginning to think of themselves as a community and to act as such. They become conscious of common needs and interests; they develop common ideas and ideals; they become a unit of social life, which needs and seeks some expression and organization of its unity. This is the fascinating thing—that bricks and mortar have become a spirit, and that this spirit, which shows itself in the visible form of a Community Association, has become a new feature and a new power in English life.*
>
> DR. ERNEST BARKER
> Professor of Political Science
> University of Cambridge

Public housing is an instrumentality through which the people achieve purpose, cohesion, and dignity. The supreme job of management is to help the tenants achieve this goal. No person should be engaged in a managerial capacity unless he or she inherently loves people, respects their rights and has tact and patience. To help the tenants to help themselves is the keynote of good management.

Concretely this means that the housing project should provide adequate facilities as well as guidance for tenant and neighborhood participation in community and recreational activities. (I say neighborhood advisedly as I believe that the surrounding neighborhood should be welcome to participate in the social life of the project—firstly, because it is good social philosophy and second, because only by mingling project people and neighborhood people will the danger of creating separate islands be removed.)

Good management should be in favor of tenant organizations even if occasionally their interests might run counter to the ideas and desires of management and even if the tenants sometimes criticize whatever they wish to criticize. But freedom of speech need not be at the cost of friendly relations. The manager must be trained and experienced in working with groups of people.

Good management must also focus special care and attention upon children. Our cities were never built for them, and so they have lacked adequate space for play and fun. Are we really doing all that should be done for them in our projects by providing a few play areas and a couple of rooms here and there?

All the other management problems, frankly, are mere details. Of course, it is the function of management to select tenants impartially and without political interference. And, of course, it is the function of management to maintain the projects economically and in shipshape condition, to collect rents promptly, to handle complaints intelligently, to institute good accounting systems, to gather valuable statistical information, and to purchase supplies cheaply and well. All that, however, can be learned fairly quickly by any intelligent person, but how to create a harmonious, cooperative community is a more difficult and more challenging task. Management in its essence is an art. One may attend an art school, learn about pigment and color and shade and rules of perspective, and yet not be able to paint a canvas pleasing to the eye. So it is with management.

Because so much else had to be done to get the housing program under way, local authorities left the program of management to the last and then often had hurriedly to choose people who were neither sympathetic nor trained. Yet in the years to come management will constitute the major activity of the local housing authority and will play a large part in determining the success of the housing movement.

And this brings me to the last part of my theme, namely: that there must be in every town an independent, alert, vigilant, and vociferous citizens' housing organization. Its self-appointed task must include constant evaluation of the local housing authorities. It must assume the right to examine the management policies and support them if they are progressive and beneficial, and, reversely, criticize them if they are patently against the broad interests of the community. *It must be remembered that housing is not the property of those who are paid for its administration.* The tenants and the informed citizens of the town are, in the final analysis, the guardians of our hard-won housing program and its administration.

THE MA

The Job of a Community Manager

by David Kincaid
Manager of Woodville Farm Workers Community

Down in Florida the Farm Security Administration built a 300 family Farm Workers Community in an area of some of the most abject rural poverty in the United States. More than fifty per cent of the Negro workers who pick the rich vegetable crops in that vicinity can neither read nor write.

The living conditions of these families were so bad and their need for decent sanitary shelter was so great that the project was opened to them some days before the job of construction was actually completed. The only staff members on hand were the community manager and a clerk.

About seventy-five families were registered in the first day. Some hundred and twenty-five moved in the second day. No selections of families was made. Any person who worked in agriculture was eligible to move in. Most of them had never used a flush toilet. None of them had ever seen a shower.

The manager picked out three of the brightest looking young Negroes. He took them all over the place and explained in detail the use of the toilets, the showers, the wash room and the other facilities. Then he said:

"You are the men's committee. It is your responsibility to show all the other men in camp how to use these things I have shown you. And

Proposed: NO REGIMENTATION, NO UPLIFT

(Continued from page one)

development exactly the same situation it does in a mill town—bitterness, organization for "trouble," the assumption on both sides that tenants' interests are opposed to those of managers, and general hell to pay in the long run—all of which is as unnecessary as it is ridiculous in a modern public housing project.

Even with good will on the part of the manager, the notion may arise that housing subsidies are somehow a lever for forcibly "raising up" the moral, social, and housekeeping habits of the tenants. Now, of course, there are some naturally sloppy and quarrelsome people in all income groups. But we have had enough housing experience to be absolutely certain of one important fact: namely, that practically all Americans consider a bathtub a recognizable asset, and know how to get along in a properly designed house if they have one. Some assistance and adjustments may be necessary here and there from families who have lived too long in miserable surroundings—but time, freedom of association, and the gradual growth of leadership among the tenants, *plus good housing itself,* will take care of these problems far better than nervous case-work by an over-zealous manager.

Sometimes this fallacy develops because the manager feels sensitive to some remaining suspicion and opposition in the community at large. He trembles at the thought of what may "go on" and feels a noose around his neck whenever there is a meeting in the social hall which he did not personally ordain. In our opinion, the only answer is to adopt a firm public policy from the start that the management is no more responsible for the opinions and activities of the tenants, on or off the project, than if he were running a private apartment house. The manager and his staff should maintain buildings and services efficiently, collect rents, know the resources of the community well enough to give advice when solicited, and endeavor to see that the project's social facilities are used in an orderly way for the benefit of all the tenants and their neighbors. The more that direct responsibility for scheduling activities, settling disputes, and handling the unruly is assumed by duly elected representatives of the tenants the better off the manager—and the housing movement—will be. If this sounds like anarchy, it's also just plain common sense.

The effort to make a housing project into a sort of demonstration Utopia is also largely accountable for a rather common fallacy in tenant selection. One leader at the recent Management Institute indicated that it was desirable to select the "cream of the crop" in order to make a favorable impression on the public. This means spotless credit records, steady employment, no domestic difficulties, good health, no known record as a "trouble-maker," no juvenile delinquency, etc. This idea of rewarding the deserving is a quite understandable weakness on the part of managers, as obviously an entire community of model upstanding patriotic citizens is much easier to manage than a mere average cross-section group. But such a policy can create a stuffy atmosphere and, carried to extremes, can reduce the "market" to practically zero. Besides, it isn't what the Housing Act was intended for.

In the European countries where housing has been most successful and productive—England, Holland, and Scandinavia—its base has always been more democratic than here, due to the leadership and active participation of consumer, cooperative and labor organizations. For one thing, labor has been much better organized for a longer period in these countries than here, and is much more accustomed to responsible participation in public affairs. And, of course, we have practically no consumer organization as such in America at all.

But there are nevertheless many ways in which the housing movement can gradually shift some of the responsibility from the experts and reformers to a broader, solider base. (See recommendations on this and other pages.)

One of the great underlying forces in this country has always been the desire to get a better home for one's family. Today, too often, this force is deflected into channels which only make the problem worse in the long run—the heaping up of shack-towns, the encouragement of wasteful and exploitative speculative building. We will only have a healthy housing movement, capable of meeting successfully the huge post-emergency problem and opportunity, when this vast potential pool of initiative is transferred into a truly constructive force.

Catherine Bauer, *Secretary*
California Housing and Planning Association

NAGEMENT

of a public housing community involves many factors unknown to the old fashioned landlord.

you will also show your wives how to use these things. And they will be a women's committee and teach all the other women."

For three days the manager was so swamped with work he had no time to inspect the buildings. When he did make his rounds he found everything clean and in order. The buildings and the facilities were treated with care, almost with reverence by the people. The committees had done their work well.

A few days later the community council, the women's club, the young people's club and other community groups had been organized.

Then a family selectionist came from Washington. It is the job of a family selectionist to pick and choose especially qualified low-income families for limited residence projects. She was shown everything. The people were clean because they had showers and plenty of hot and cold water. Their clothes were neat because they had wash tubs, a roomy wash house and a place to hang their laundry. Their faces were happy because of these things and because they were taking part in a full well-rounded social life.

When the visit was over and the family selectionist had been all through the community, the manager said:

"Well, what do you think of it?"

The family selectionist said:

"I think you have a group of the very highest grade rural Negro families. It's the best job of family selection I ever saw."

The change in people in a Farm Workers Community is not always so rapid or so graphic. But the job of a community manager everywhere, in California or Florida, in Oregon or Texas, is essentially the same.

He has two things to work with: the people and the physical plant. It is his job to develop the natural leadership that is found among all groups of people and to help provide the channels through which the people may express their normal drive toward a full social existence. He tries to help the group he is working with, as far as possible, to equal or better all the positive aspects of an average American town.

CHPA RECOMMENDS

Management

- Minimum interference with normal social life
- Maximum flexibility in tenant selection

Tenant Organization

- Needed in housing projects to participate responsibly in management and social life.
- Needed outside housing projects to see that laws are enforced, to educate consumers, to promote adequate public, private, and coöperative housing

Tenant Initiative

- Some method of encouraging the organization of eligible families *in advance* of the planning of a project is needed. *(This was done with great success in Holland by public housing societies formed by religious, labor, consumer and even vegetarian groups.*

Cooperative Initiative

- For middle-income families needing economical housing financed on a long-term basis, coöperative action should be encouraged. The Camden plan (see p. 8) is one answer.

CAMDEN PLAN

> It is our earnest conviction that the "Camden Plan" as worked out under Administrator Carmody's supervision represents by far the most feasible approach to the rapid and efficient construction of defense houses. In addition to this the arrangements set out under this plan for the management of the projects and for their eventual sale to the workers occupying them will in our judgment result in the most satisfying relationships with the occupant workers and in the least expense to the government.
>
> **THE CIO HOUSING COMMITTEE**

The Camden Plan is one of the most significant developments in American housing, perhaps also a significant development in American culture. It is what Americans, long divided fifty-fifty between owning and renting, have been looking for—a system with the advantages of both, the drawbacks of neither. For the Camden Plan of coöperative housing—or "mutual housing" as its originator Colonel Westbrook terms it—provides for the flexibility of renting and the incentive of ownership. And in addition something neither system has offered most people, good site planning.

Because the Government has furnished the initial capital for the Camden project, it is not a true coöperative at present. It is a combination of the housing coöperative idea—which has worked so well and widely in Europe, especially Sweden—and the well-known American mutual insurance system. Needless to say the experience of the USHA in designing and maintaining large communities has also been utilized.

The Camden Plan represents a serious attempt to save Americans from re-traveling two roads that turned into blind alleys. One of these roads we raced along in the twenties pursuing the "own-your-own-home bubble" which finally burst and disappeared beneath a sea of mortgages. FHA has lately resurrected this dream like Venus from the sea, but the fact remains that home-ownership is essentially costly and inflexible for most industrial workers and middle-income white-collar workers. The other road was the "road back" from the last emergency when the Government dumped its housing on the open market and the whole huge, costly effort was thereby wasted.

The idea behind the Camden Plan was revived a year ago after John Green, President of the Shipyard Workers' Union, testified before the House Lanham Committee describing the housing shortage, "extortionate rent increases in a rapidly-shrinking market," and the necessity of a sound housing program. Colonel Westbrook, working under John Carmody of FWA, contacted Green and Audubon Village, first of the Camden Plan projects, was the result. Fully occupied already, Audubon Village contains 500 families in three-, four-, and five-room houses. There are no down payments on them and monthly payments range from $21.50 to $33.50. Through careful maintenance and minimum vacancy losses these payments can be reduced by 30% at the end of the second year. No other housing scheme so encourages and rewards the initiative of the occupants.

John Green's union has long been actively interested in housing. One of the reasons was Yorkship Village, one of the few good housing projects built by the Government during the last war, which is also at Camden, New Jersey. Green headed the first real local labor committee on housing, which was started in 1934 and persisted as a unified labor committee even after the AFL and CIO split.

The Camden Plan is operating under the Lanham Act at present, which means that the occupants must be workers in defense industries. The entire Government investment is to be repaid by the occupants, probably in twenty-five years. This plan is so much the best development to emerge from the confusion of defense housing that it is surprising that more projects are not under way, even though its application does have limitations. Source of the delay has been partly a naive faith in the beguiling charms of Title Six and partly real-estate's opposition, not only to coöperative housing but to all permanent housing. Charles Palmer, Coordinator of Defense Housing, has thrown his weight on the side of the real-estate boys and has opposed the Camden Plan despite his equivocal statement printed above.

The real-estate ideal is to delay until there is a housing shortage, then build only temporary homes for defense migrants, and after the emergency tear these homes down, leaving the real-estate market as before.

The Camden Plan as adapted by FWA, is an attempt to build permanent homes in stable communities, thus relieving the immediate shortage and looking forward after the emergency to demolishing not new homes but old slums.

It is thus more than a mere emergency measure, and it is usable not only by labor but by many other groups. A large scale building program after the war of low-income housing by USHA and middle-income housing under variations of the Camden Plan could prevent depression, wipe out slums, and raise the standard of living.

We asked these men for their opinion of the Camden Plan and its post-war possibilities

JOHN CARMODY

Federal Works Administrator

The Mutual Home Ownership plan is a long range project. Houses built under this program are for defense workers in plants which are regarded as permanent parts of the industrial life of the communities in which they are located. The objective is not only to meet emergency needs but to fit long-term community plans.

From the standpoint of the Government, it offers these advantages: high degree of protection for the Government's investment by reason of the occupant's direct, selfish interest in the home he occupies; cushioning effect on a flooded real estate market when the emergency ends because occupants have been selected on a basis of probable permanent employment; tendency to create a more stable and responsible community and reduce labor turnover during and after the emergency; and provision of a financing and management pattern for home builders that may help the building industry to maintain activity in the post-emergency period, and thus be able to provide jobs for displaced defense workers.

From the standpoint of occupants of the homes, it permits the building up of substantial reserves during the period of full employment which may be drawn upon in time of need; provides interchangeability of dwelling units in the community in accordance with family needs without excessive cost; prevents individual foreclosures, thus inhibiting neighborhood blighting and depreciation of values; makes possible group maintenance and repair at minimum cost; and affords opportunities for large-scale refinancing and more effective means of investment protection.

From the standpoint of communities, it makes possible the acquisition of a carefully selected group of stable citizens who will have a permanent stake in the community.

CHARLES PALMER

Co-ordinator of Defense Housing

In answering your telegram that I would try to reply to your question if you let me know in detail what you consider the Camden Plan to be, I hoped you could be more specific than merely refer to the Architectural Forum article, but because you weren't, it is necessary to deal somewhat in generalities.

Those most interested in the Camden Plan themselves are apparently experiencing equal difficulty in nailing details down as you will note when you read the testimony on the subject before the Lanham Committee, which was given subsequent to the publication of the Architectural Forum description.

Of course, one of the primary things to remember is that the first and foremost job of this Division is defense housing, which means we must encourage that which cares directly for defense workers wherever government funds are used.

However, you already know I am, and for a number of years have been, very much interested in the stimulation of cooperative or mutual housing in this country. If the Camden Plan can be so clarified that it will do the defense job under the terms of the legislation which provides the money and also blaze the way in this field for workers other than those engaged in defense, then it will have done a great service indeed.

RICHARD NEUTRA

Architect for Camden Plan Project in Dallas

The government low-rent housing projects have stimulated large-scale site planning and skill, in contrast to the speculative subdivision where strings of disjointed ownerships are sold. In the latter community facilities can rarely be provided and even the smallest playground for a little company of toddlers creates almost unsurmountable maintenance problems.

Now comes Colonel Westbrook's Camden Plan projects, offering the advantages of large-scale site planning plus the incentive of ownership. This ownership is qualified, for it holds no promise of speculative profit, but it is enriched by a most valuable neighborhood control.

I had the opportunity to join Colonel Westbrook in his original and persistent effort, and, consulting with David Williams, developed the site and unit plans for a project in 1938. The psychological significance of this *mutually insured and mutually conditioned ownership* with control and enjoyment of community facilities —day nursery, shops, pools, playgrounds—filled us with enthusiasm.

Catherine Bauer, in her basic research work, has shown early European precedents for this urge to extend dwelling benefits beyond the enclosure of the unit and the boundaries of the individual ground allotment. Colonel Westbrook's Camden Plan is in this tradition and was from the beginning not merely a financial set-up but was born with its own architectural physiognomy.

WITH THE

WESTERN HOUSING AUTHORITIES

PREPARED BY THE
WESTERN STATES HOUSING AUTHORITIES ASSOCIATION

Each month this section will feature articles, news and technical information dealing with the housing authorities and their problems.

Mutual Aid and Mutual Strength

by

REV. EMMETT McLOUGHLIN, O.F.M.
President of Western States

A year ago there were only nine housing authorities in the region. Today there are thirty-seven active housing authorities and eleven more without earmarking. A year ago people were still saying that USHA was only for metropolitan slum clearance, but since then county housing authorities such as Kern, California, and Clackamas, Oregon, have begun to attack rural slums, and housing authorities have been formed in such small communities as Kimberly, Idaho, and Riverbank, California, and Buckeye, Arizona—all under 1,000 population. Today housing authorities exist in every part of this varied region, from wooded, fertile Clallam County, Washington, to sun-baked Phoenix.

The housing authorities in this region have banded together to form the Western States Housing Authorities Association, for mutual aid in solving the many problems that arise and for mutual strength in furthering the housing movement. To that end we are publishing monthly in AGENDA this four-page section.

Housing is young out here, only a very small percentage of the projects earmarked under the present funds are built and occupied. Housing is young spiritually, too; it's new to our philosophies, and many people still are not used to the idea of slum-clearance as a civic responsibility. But housing is proving itself. With every project that is occupied, opposition dwindles.

But we must not be too smug about our achievements; we cannot remain content with the present size and scope of the program. For the housing we are building now is only a small drop in a large bucket. *We Authorities cannot and must not consider our job ended until we have wiped out all the slums and put decent, pleasant homes in their place.*

PHOENIX, ARIZONA

Built at an average unit cost of $1,750, the Marcos de Niza project for 224 Spanish-American families, has the record of the lowest cost per unit of any project in the country. Because construction costs have proved lower than originally estimated, the Phoenix Housing Authority is planning to build 100 additional units, bringing its total program to 610.

Rents in the Marcos de Niza project are based upon income and will range from $8.75 to $17.75 a month.

Said Langdon Post at the dedication, "There is a challenge to anyone in these housing projects. They are a tribute to something deep in the social and philosophical life of a democracy."

OAKLAND, CALIFORNIA

The opening of attractive Campbell Village marked the milestone of USHA's 400th project. It also marked the end of a long, bitter fight to prevent housing in Oakland, which culminated in absurdity when opponents of housing circularized West Oakland, the most run-down district in the city, with a leaflet headed, "Do You Want Your District Declared a Slum?"

Campbell Village, full already, holds 154 families, half of whom are negroes, as is the manager, Mr. William T. Butler. This absence of racial discrimination is highly commendable.

Said Mayor John Slavich to the tenants at the dedication, "You people should be extremely grateful for what Oakland is doing for you."

Said Nathan Straus, "That's a lot of bunk. Every American citizen has the right to a decent home."

SAN FRANCISCO, CALIFORNIA

After months of "last ditch" opposition, the Glen Park district housing project has been approved by the Board of Supervisors, and land is now being purchased.

A permanent art show of oils, tempura and water colors from the WPA art project has been placed on exhibit at Portrero Terrace. This is an excellent step.

CORONA, CALIFORNIA

Last month this small Housing Authority raised a problem troubling many other rural Housing Authorities in the West—the problem of housing Mexicans and other non-citizens who constitute a large part of the community, are essential to its welfare.

Many of these non-citizens will be dispossessed when the Housing Authority tears down substandard shacks, yet will not be eligible for rehousing.

Other Western Authorities with this problem are the newly-formed ones in San Bernardino County, Kern County, and Upland in California, and Phoenix, Buckeye, Glendale, and Mesa in Arizona. San Francisco too is faced with with a similar situation in regard to its Chinatown project.

It is thus extremely important to amend the Housing Act so as to permit complete Local Authority discretion in these matters. A strong move for such amendment has begun. Letters should be sent to Senators and Congressman. (Western States and CHPA would like copies of your letters and any further information on the problem.)

Meanwhile Corona has inaugurated a number of adult education classes, hoping to prepare many aliens for citizenship.

SANTA CRUZ COUNTY, CALIFORNIA

Of great importance was the opinion stated last month by the Attorney General of California that the resolution establishing the Santa Cruz Housing Authority was an administrative act and thus not subject to referendum. Not only did this break the back of a stubbornly organized opposition and allow Santa Cruz County to begin surveys, but relieved other Housing Authorities where referenda had threatened.

This also makes it clear that the resolution approving a Housing Authority in the City of Santa Barbara, passed last year by the City Council, is still in effect. The Mayor can, if he desires, now appoint the five members of the Authority, and move into action on his city's still unsolved housing problem.

CLALLAM COUNTY, WASHINGTON

This Housing Authority is carrying out a rural housing program that is being watched with great interest. Under amendment to the Housing Act in both Washington and Oregon, Local Authorities can include owning farmers in their housing program, and Clallam is taking advantage of this to coöperate with FSA in working out a broad plan of rural housing not only for the present situation but for future development of that area in connection with the Grand Coulee Redevelopment Project.

The amendment mentioned above should be adopted in California where many rural shacks are owner-occupied.

HOUSING MANAGEMENT

A MANAGEMENT FORUM

QUESTION: *What do you consider the primary function of a good manager?*

RAYMOND E. NELSON
Los Angeles City Housing Authority

The essential objective of good public housing management is the development of a stable community. Although intelligent site planning in a public housing development — convenient and safe arrangement of buildings, streets, play areas and parking spaces—is essential to a stable neighborhood, it will not remain so unless it is capably managed. Such management has three requisites:

1. Maintenance services for grounds and physical properties so that blight and deterioration may be prevented, and the attractiveness and serviceability of the properties may remain constantly at a high level.
2. Economy of operation consistent with the rent charged and with the broad purposes of public housing.
3. A program of community activities—sponsored preferably by outside community agencies —which provides interesting leisure time activities for those of all ages who desire them, and which through democratic processes, promotes among the residents a sense of individual and community responsibility.

Among others, a stable neighborhood has such desirable characteristics as well-maintained grounds and buildings; a high degree of tenant morale—evidenced by a successful tenant maintenance program, self-help activities and a maximum participation in community activities by its residents; a low tenant turnover and fewer rent delinquencies and consequent rent losses, since residents are generally more satisfied and less inclined to move.

It is because of these characteristics, in particular, as well as others, in general, that the primary function of a public housing manager is to develop a stable neighborhood.

UNIVERSITY COURSE

The University of Southern California will offer this fall an "Introduction to Public Housing." The course will be taught by Arthur G. Long, Assistant Projects Manager, Los Angeles County Housing Authority, and will stress management planning and policies. Further information may be obtained from the University.

CONFERENCE

Western States Association will
hold its Fall Regional Meeting
simultaneously with CHPA's conference. All should attend.

SANTA BARBARA, SEPT. 27-28

HADLEY MURREL
Phoenix Housing Authority

From my experience in managing a project, I have come to consider a manager's relationship with tenants as of extreme importance. All of our tenants are from the lower income brackets. Their former surroundings were naturally much less pleasant than those they now enjoy in the project. They lacked most sanitary conveniences and hence find it difficult at first to adjust themselves to this newer environment.

The manager, by contact with his tenants, not only during office hours, but by living with them can help them immensely in learning to appreciate and care for the new facilities placed at their disposal. He must be more than a manager. He must be the friend and counsellor of each tenant, helping him not only in adjusting water heaters and defrosting refrigerators but in offering advise in the tenant's every problem. The low rent housing program is not intended to raise merely the standards of houses, it must raise the standards of people. It must enable a man to hold up his head before his own family, the manager and his neighbors.

The Institute

Speakers and discussion leaders, beside those mentioned, were Eleanore van Ahlers, Oakland; Dorothy Heller, A. N. LeFevre, George W. Stevens, and Alexander Watchman, San Francisco; Ray Copelin, Los Angeles County; Howard Holtzendorff, Frances Lomas, and Raymond Nelson, Los Angeles; John Millar, Vallejo; William Elder, Phoenix; and Arthur Chladek, Ruth Forman, and Bernard Wiseltier, USHA.

Many more people enrolled than originally expected. Those attending the Institute were Albert Feldman, Roger C. Johnson, Juanita Miller, Jessie L. Terry, and T. A. Belcher, Los Angeles; George Hutchinson, Irene Ashe, Maedean Barth, Mary Aileen Gallagher, Helen Hines, Harriet Long, Robert Long, Jane Mulcahey, Bea Williams, San Francisco; P. R. Blythe, South San Francisco; Eunice Doherty and Vernie Gillum, Kern County; H. F. Allardt, Fresno; Eva Neal and Mamie L. Whitehill, Los Angeles County; William Butler and Erwin Farley, Oakland; Edward Carrigan, Wayne Johnson, Ralph C. McArthur, and Alice Hoover Van Voris, San Mateo; Esther Black, Upland; Maurine Hardy, Phoenix; W. J. Avison, Clackamas County, Oregon; John R. Ward, Sunnyvale; W. H. Zimmerman, Corona; Helen Howe and Katherine Towle, Sacramento; Arthur Eaton, CHPA.

THE INSTITUTE

San Francisco plays host to a successful meeting

At Potrero Terrace, newest San Francisco housing project, some fifty people from all over the West met together for the week of August 11-15 to thrash out the many problems of housing project management. The occasion was the Management Institute, first of its kind ever to be held in the West, led by Dr. Abraham Goldfeld (see article p. 6), manager of philanthropically-built Lavenberg Homes, New York.

During the opening sessions, Catherine Bauer and Edward Howden of CHPA summarized the background of housing problems and the housing movement. A discussion of the USHA was led by Langdon Post, Frank Rose, and William O'Brien.

After that the Institute developed as a series of seminars in which all participated. Every phase of management was touched on, but the main attention was focused upon problems of human relations—tenant selection and community activities, primarily.

The major discussion on tenant selection centered around the question of whether applicants' records should be checked by a social agency, as is the procedure in San Francisco, Oakland, and Los Angeles City. They are not checked in Los Angeles County.

The relation of manager to community activities received considerable discussion. Said one participant, "It is the job of the manager to survey the city and neighborhood for recreational, educational, and other resources that might be made available to the tenants, but it is not his job to develop or be responsible for a program of community activities."

Also very much discussed was the question of tenant organization and of Local Authority responsibility for its activities. An interesting discussion centered around a theoretical situation of a lecture on birth control in the project being objected to by a neighborhood priest. The question was, "Should the manager forbid the lecture?" Almost none felt that he should, though some thought he should tactfully discourage it. Others, however, maintained that the Local Authority should not interfere, tactfully or otherwise, and that from the start the Authority should refrain from any responsibility for tenant activity.

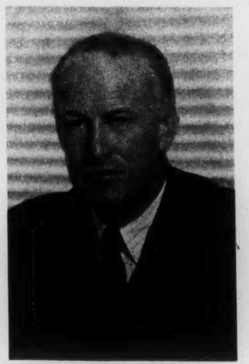
At the special Wednesday evening session, a very interesting speech was made by Maurice Wilsie, Special Assistant to the Administrator of USHA, Region VII, who stated that, unfortunately, housing in this country had been *for* the people but not *by* the people. When the projects reach the occupancy stage, he said, the people living in the projects should assume the leadership of the housing movement.

The Institute closed with a statement by Dr. Goldfeld on management as a profession, and a seminar on correlation between management and design, led by John Beard of the San Francisco Housing Authority. Said Mr. Beard, "The variations that exist between projects give management a splendid opportunity for comparative study that should prove a valuable guide to the design of the housing of the future."

DEFENSE HOUSING

THE PROBLEM OF RISING COSTS

By LANGDON POST
Regional Director of the United States Housing Authority



The rising cost of building materials is the greatest obstruction Housing Authorities face at present. It has become exceedingly difficult to build housing projects today within the cost estimates made several months ago. In the interest of brevity, I shall simply enumerate the several approaches which I believe should be taken in an effort to solve this problem.

First, the U.S.H.A. should realize that generous use of the 10% margin of safety must be made, and I believe it is doing so.

Second, the local Housing Authorities must practice the strictest kind of economies consonant with local practice and local needs, designing and redesigning, if necessary, deliberately to keep away from materials that might conflict with priorities or known shortages.

Third, when the Local Authority and the Regional Office agree that the project is designed with all *reasonable* economies, the plans should be put out for bids. If these come in over the loan contract plus the 10% margin of safety, then a further effort to eliminate desirable but not entirely necessary items should be made in order to bring the cost within the loan contract plus the 10%. This has already been done in several instances. But I hasten to add that the U.S.H.A. should not assume that, because these eliminations have been made by reason of necessity, they should have been made in the first instance. These items may have been exceedingly desirable. They may have been incorporated solely for the purpose of reducing maintenance costs.

Fourth, where designing, or redesigning, to avoid known shortages is impossible by reason of the nature and location of the project the Local Authority should proceed with the acquisition of the land, demolition, and completion of plans, so that it will be ready to proceed when the shortage eases up—and I am optimistic enough to believe that the end of the year may see this happy condition, as far as building materials are concerned. I also am hopeful that this fourth approach will only be necessary in the case of two Authorities in this region, San Francisco and Los Angeles City, and it is some compensation to know that even in these cities it is going to be possible to design, or redesign some of their projects, so that the program as a whole can continue with only a few of the projects temporarily on the shelf.

Fifth, it seems to me that every effort should be made to persuade the Federal Government to grant priorities to the regular program in those communities that have housing problems arising from defense activities. It is absurd to think that all defense workers are highly paid, and it is obvious that every new home erected in an area with a housing shortage is an aid to the alleviation of that shortage.

In San Diego misplaced, poorly planned Kearny Mesa, built by PBA, showed the need for Local Authorities in defense housing construction. In Alameda the Local Authority did a splendid job of building but was not allowed to manage the project. Dr. Potter believes that Local Authorities should do both.

LOCAL CONTROL OF DEFENSE HOUSING

By DR. KENNETH POTTER
Chairman, Fresno Housing Authority
Professor, Fresno State College

Defense housing has injected new problems into the realm of public housing. It has also posed new objectives. It is a natural tendency in defense housing to emphasize the immediate objectives and the immediate problems rather than to take the long range view. However, the question of what to do with defense housing projects when they cease to be used for strictly defense purposes, is one which should not be lightly pushed aside. It is extremely desirable that wherever possible defense housing projects be used for more permanent dwellings after the emergency has passed. Ultimately the projects must fit into the pattern of the local community; pre-vision of this ultimate objective should begin with the initial planning, continue through the construction, and extend to the management program, The local housing authority is the agency best equipped to do this.

Public housing differs in several important respects from housing programs carried on through private initiative. In the first place, public housing comes into existence as a result of lack in private housing through the usual channels. That is, it starts with a problem of an economic and social nature that has many ramifications. Secondly, public housing involves definite long range community planning that is not primarily guided by the economic consideration. Thus, public housing can never concern itself solely with building and operating physical structures. Thirdly, the location of public housing projects is of necessity largely determined by the nature of the problem in each individual community rather than mere superficial desirability of the physical site. When all these factors are taken into account, it is readily apparent that public housing in all its phases is dealing with intensely local problems that vary greatly from one area to another.

Furthermore, through public housing the Government comes in extremely close contact with the people in any given community. The nature of that contact should be of utmost concern to everyone interested in public housing. Fear of regimentation has contributed in no small degree to the resistance offered to public housing programs. If democracy means public participation in affairs of public concern, then public housing presents a golden opportunity for the rehabilitation of the democratic ideal. The need for public confidence and participation in the democratic form of government has often been expressed as an essential part of our national defense program. Public housing can, if properly handled, greatly assist in fulfilling that need. But it must be handled so that the public shares as a participant and not as a recipient.

Every consideration points to the desirability of local participation in the construction and management of public housing projects of all kinds. From the point of view of the federal government, certain definite advantages may be derived. Local housing authorities are in the best position to determine the local needs and to know the local conditions that will be affected by any public housing project. Local management will be in the best position to secure full local cooperation, an essential part of any public housing program.

From the local community point of view a wholesome result should obtain from an energetic participation in the public housing program. The community would be able to look upon the project as it own, share in the pride of accomplishment and the sense of responsibility that are an essential part of any intelligent participation in government.

From the point of view of management it seems that all the advantages are to be derived from local control. Management of a public housing project is not merely a task of collecting rents and looking after physical equipment. It is here that the ultimate objective of public housing is realized or not in direct proportion to successful community relations. Local conditions and local problems must be thoroughly understood and appreciated before successful management can be claimed. Under no circumstances should the construction and operation of public housing projects become a standardized, bureaucratic instrument of government. The time to prevent it is now, in the formative stages, and not after bureaucracy is entrenched. The existing and ready at hand instrument to cope with the situation is the local housing authority created by federal and state statutes for the express purpose of handling public housing construction and management. In addition to being close to the people, the local authority has the virtue of being the most thoroughly democratic and characteristically American of all the public housing agencies.

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LOS ANGELES CITY HOUSING AUTHORITY

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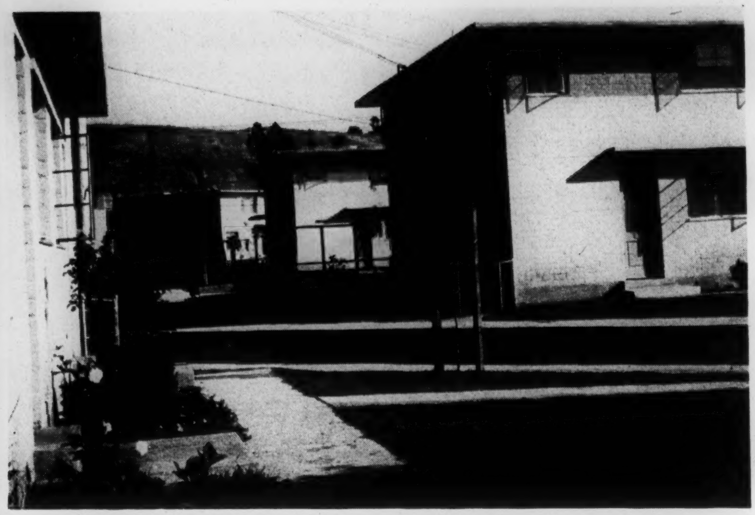
POLICY MAKERS FOR PUBLIC HOUSING IN LOS ANGELES CITY: *A truly representative Housing Authority Commission. Left to right: R. A. McMullen, AFL; L. Deming Tilton, planner (recently resigned); Howard L. Holtzendorff, Executive Director; Nicola Giulii (Chairman) owner, Guasti vineyards; Mrs. Jessie L. Terry, negro woman leader; J. E. Fishburn, Jr., banker.*



RAMONA GARDENS: *Attractive first project in LA City's $15,000,000 low-rent housing program, houses 610 families. Designed by Eugene Weston, Lloyd Wright, others. 2800 families will live in the nine projects to come, projects located with foresight and consideration for city planning. Aliso Village, 800 dwellings, will be the largest.*

In the City of the Angels there was a time when minority opposition to public housing, led by paid representatives of apartment house interests, rallied to the slogan, "Public housing was conceived in New York, born in Washington, and will be buried in Los Angeles."

But public housing was not buried in Los Angeles nor anywhere else in California.

Today the Los Angeles City Housing Authority can point with justifiable pride not only to a storm subsided, but also to an efficient, aggressive approach to the overall slum problems of the city. Under Chairman "Nick" Giulii and Executive Director Howard Holtzendorff, this is a vigorous, progressive Authority, one which other Western housing authorities will do well to study.

First, there is the fight for public approval, success of which was demonstrated when the City Council recently passed a coöperation agreement for the last of the ten projects which make up the total program. According to Holtzendorff, there are four main elements in his program of gaining public support: coöperation with the Citizens' Housing Council of Los Angeles, good public information services, a new demolition ordinance, and initiation of payment in lieu of taxes.

Organized citizen support is essential to any fight against an organized and determined opposition. The Citizens' Housing Council of Los Angeles, a CHPA affiliate, has done noble work, and has had the coöperation of the Authority. The Authority's own informational program is consistent and thorough. Especially good are the inexpensively multigraphed News and monthly summary reports, the exhibits, and the speaking services. But information alone is seldom enough, cannot always check a well-financed opposition.

NO LOS ANGELES TAX LOSS

The Authority took its clue for other approaches from the loudest charges of opposition spokesmen: that elimination of substandard dwellings was not taking place, and that the tax-exempt projects would add a serious burden to tax rolls. First, the Authority sponsored AB 2164 (which the Governor signed on June 3)—the "State Demolition Amendment," relating to definitions of buildings unfit for human habitation and provision for their compulsory closing, repair or demolition. This supplemented a new Los Angeles City Demolition Ordinance modeled after highly successful measures in Toronto and Dallas.

Then the Authority undercut the opposition's "tax-burden" argument by initiating a payment-in-lieu contract with the city. The city now receives annually from the Authority a payment equal to the actual tax return on a given site during the year immediately prior to acquisition for a housing project. USHA permits such payment up to 5% of the annual shelter rent of a project; the payments in Los Angeles will amount to about 2½%, a virtually negligible sum. Payment exactly covers what might otherwise be called "tax loss" to the city on the site acquired for a project.

THE QUESTION OF PRIORITIES

At the present time the most pressing question of all is whether materials essential to the construction of remaining projects can be secured. (See Langdon Post's article on current shortages of materials for low-rent housing, page 11.) Holtzendorff argues that in designated defense areas priority ratings should be given low-rent housing projects yet to be constructed, since any new housing helps to alleviate defense housing shortages. As Eleanor Roosevelt has said, "All housing is defense housing." The issue was carried to Washington last month when the Authority submitted data to Palmer's Division of Defense Housing Coördination as a basis for recommendations to the Priorities Division of OPM on ratings for projects. Meanwhile, some plans and specifications may have to be revised in order to avoid serious delay in construction schedules.

Coincidental with this is the grave defense housing situation in the Los Angeles area. The third quarterly report of the Residential Research Committee (backed by financial, real estate, utility interests) indicates clearly that increases in defense industry employment anticipated by July 1942 will occasion a tragic housing shortage. The Los Angeles City Housing Authority is in an excellent position to administer the public defense housing which is urgently needed in this area. It is to be hoped that Palmer will recognize this need in the very near future. It is certain that the local agency which can best handle such a job is ready and waiting.

And next June for the first time the Annual Conference of the National Association of Housing Officials comes to the Pacific Coast, to Los Angeles, once storm center of public housing in the West, now—thanks to a good housing authority and its citizen supporters—a peaceful scene of smoothly operating housing programs.

AGENDA

Published Monthly By The

CALIFORNIA HOUSING & PLANNING ASSOCIATION

948 MARKET ST. - SAN FRANCISCO

A non-profit organization of representative Californians interested in furthering desirable programs for housing and planning

HOWARD MOISE President

EDWARD HOWDEN Executive Director

CATHERINE BAUER Secretary

BERNARD TAPER - Editor
Louis Pinson - Typography

Harold Dunleavy Fran Violich Warren Cornwell
Contributing Editors

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MORE ABOUT HOUSING

A LIST OF PUBLICATIONS AND VISUAL AIDS SELECTED CHIEFLY FOR TEACHERS AND STUDENTS

I. May be obtained from Supt. of Documents.
II. For these, write USHA.
III. Pamphlets from various sources.
IV. Housing study guides.
V. Are these books in your library?
VI. Some magazines and news bulletins.
VII. A new slide film.
VIII. Movies

UNITED STATES HOUSING AUTHORITY
Federal Works Agency
Washington

November 27, 1941

I. MAY BE OBTAINED FROM SUPT. OF DOCUMENTS, WASHINGTON, D. C.

Introduction to Housing: Facts and Principles. By Edith Elmer Wood. 1940. 161 pp., illus. 30 cents. Basic material simply and attractively presented.

What the Housing Act Can Do For Your City. 88 pp., illus. 20 cents. The housing problem, the USHA program, and answers to many questions.

Planning the Site: Design of Low-Rent Housing Projects. 1939. 84 pp., illustrated with plates and diagrams. 60 cents. Suggests ways of meeting modern requirements for health, safety, economy, convenience, and attractiveness. Simply written.

Public Housing. Monthly, illus. 50 cents a year, 5 cents a copy. Each number devoted to one subject. Recent numbers: USHA in Defense, USHA Homes for Young Americans, Four Years of Achievement.

II. FOR THESE, WRITE U. S. HOUSING AUTHORITY, WASHINGTON, D. C.

Leaflet with photographs: What and Why is the USHA? 1941. 6 pp. 14 questions and answers.

Other leaflets: Better Housing - Better Health, Clearing the Slums, Housing and Juvenile Delinquency, Housing and Your Community, Labor and Housing, Low Rents for Low Incomes, Public Housing and the Negro, Public Housing Here and in Great Britain, PWA Housing Division Projects, Rehousing Relief Families, Rural Housing, Tax Exemption of Public Housing, The Businessman and Public Housing.

Four Years of Public Housing. By Nathan Straus. 1941. 6 pp. Facts and figures by the Administrator of the USHA.

Testimony of Nathan Straus before Subcommittee of House Committee on Labor: Extract from hearings on resolutions establishing a Post-Emergency Economic Advisory Commission and a National Unemployment Commission. 1941. 13 pp., charts.

Planning for Safety. 1941. 22 pp., illus. A discussion of safety provisions in the layout of sites and the design and construction of buildings and utilities for low-rent housing.

How to Make Your Own Illustrated Lecture on Housing. Sept., 1941. 7 pp., processed. Tells how to combine parts of the USHA slide film, "Yes We Can Have Housing" (See Section VII), with local pictures and local data.

III. PAMPHLETS FROM VARIOUS SOURCES.

America's Children. By Maxwell S. Stewart. Public Affairs Committee, 30 Rockefeller Plaza, N. Y. City. 1940. 32 pp., illus. 10 cents. Based on general report adopted by White House Conference on Children in a Democracy. Contains section on "Housing Tomorrow's Citizens."

A Mayor Has His Troubles -- Many of Which Are Solved by Planning. By Walter H. Blucher. American Society of Planning Officials, 1313 E. 60th St., Chicago. 1940. 8 pp. No charge.

Basic Principles of Healthful Housing. American Public Health Ass'n, 50 W. 50th St., N. Y. City. 1939. 32 pp. 25 cents. 30 principles are set forth in terms of specific requirements and means of providing for them by proper design and construction.

The Homes the Public Builds. By Edith Elmer Wood and Elizabeth Ogg. Public Affairs Committee, 30 Rockefeller Plaza, N. Y. City. 1940. 32 pp. 10 cents. A short story about two families, through which the reader learns much about how projects are planned, built, and managed.

Houses for All. By James A. Pawley, assisted by Marion DuBois, Curriculum Specialists. Adult Education Unit, District of Columbia Work Projects Administration, Washington, D. C. 1940. 88 pp., illus., mimeo. One of a series of readers for adults, on consumer problems. (Level of reading difficulty: number 3 on a scale of 5.)

Housing for Citizens. American Association for Adult Education, 60 E. 42nd St., N. Y. City. 1941. 14 pp. 10 cents. A "Defense Digest," intended for use by discussion group leaders.

Housing: the Continuing Problem. National Resources Planning Board, Washington, D. C. 1940. 49 pp. No charge. Chiefly economic and legal aspects. Senior high school and adult level.

New Homes for Old: Public Housing in Europe and America. By William V. Reed and Elizabeth Ogg. Foreign Policy Ass'n, 8 W. 40th St., N. Y. City. 90 illustrations. 1940. 25 cents.

Planning for Living. American Ass'n for Adult Education, 60 E. 42nd St., N. Y. City. 1941. 16 pp. 10 cents. A movie discussion guide for "The City." Tells where to get the film and projector, how to use them; sections on running the meeting, why we study planning, analysis and summary of the film, suggested reading.

An Annotated Bibliography on Housing for Use in Home Economics Education. U. S. Office of Education, Washington, D. C. 1940. 41 pp., mimeo. No charge.

HOUSING STUDY GUIDES.

A Citizen's Guide to Public Housing. By Catherine Bauer. Vassar College, Poughkeepsie, N. Y. Dec. 1940. 90 pp., illus. 60 cents. (Available from local bookstores or from Vassar Cooperative Bookshop.) A forthright discussion, in familiar language, of public housing in the U. S. at the present time.

Housing America. National Council for the Social Studies, 1201 16th St. N.W., Washington, D. C. 1940. 80 pp., illus. 50 cents. A source unit for the social studies. Contains a summary of the housing problem and what has been done about it, practical suggestions for teachers and students, bibliography, questions, and suggestions for evaluating the housing study.

Housing as a Basic Problem in School Curricula. Bureau of School Service, College of Education, University of Kentucky, Lexington, Ky. 1940. 103 pp., mimeo. 50 cents. Sets forth a suggested approach to the study of housing for ninth-grade classes in social studies, composition, literature, mathematics, science, and mathematics and science combined; includes also suggested plans for study of housing in elementary school. Bibliographies.

Housing in the United States. By A. W. Troelstrup. North Central Ass'n of Colleges and Secondary Schools. Boston, Ginn & Co., 1941. 80 pp., illus. 48 cents. This unit for high-school classes discusses social and economic aspects of the nation's housing problems, and the various attempts to solve these problems. Bibliography.

Housing Study Course. Committee on Housing, Welfare Council of New York City, 44 E. 23rd St. 1940. 31 pp. 50 cents. Contains outlines and suggested readings for 7 sessions, glossary of housing terms, and 4-page general bibliography.

Economics of Housing. By Bertram M. Gross. Graduate School, U. S. Dept. of Agriculture, Washington, D. C. 1941. 20 pp., mimeo. 25 cents. A detailed outline, with suggested readings on each topic. The topics include housing standards, conditions, and long-range needs; consumer income, construction, land, finance, management, taxation; farm housing, defense housing, and the consumer's approach to housing.

Public Housing Tour Guide. National Public Housing Conference, 122 E. 22nd St., N. Y. City. 1940. 50 pp., mimeo. 10 cents. Tells where the public housing projects are, how to arrange a tour, how to get to the projects, and facts about them.

Eighth Grade Unit on Housing. By Margaret Willis and others. University School, Ohio State University, Columbus. 1941. Contains a detailed description of the development of housing studies and activities in 1938-39, text of students' play on housing, evaluation of the unit, and bibliography.

A Study of Housing. Los Angeles City School District, Elementary Curriculum Section. 1938. 92 pp., illus. Many suggestions and references, in outline form. For teachers of grades 5 and 6. Also Homes, 1938, 14 pp., mimeo., for grades 3 and 4.

Scholastic. Housing Number, Jan. 15, 1940. 430 Kinnard Ave., Dayton, Ohio. Illus. 10 cents. For high-school use.

Survey Graphic. Housing Number. 112 East 19th St., N. Y. City. Feb. 1940. Illus. 25 cents. A balanced survey by distinguished housers and planners.

Shelter. Visualized Curriculum Series, Creative Educational Society, Mankato, Minn. 1940. About 80 reproductions of photographs, each on a separate card (8½" x 11"), with short text on back. Some material on public housing is included. For elementary grades. A booklet, Shelter: A Guide for Teachers, 98 pp. (including 30-page bibliography), illustrated with photographs and charts, has been prepared for use in connection with the cards.

V. ARE THESE BOOKS IN YOUR LIBRARY?

The following books, selected from the large and ever-growing literature on housing, by no means "cover the field," but they illuminate a variety of important aspects of the housing problem:

The Challenge of Housing. By Langdon W. Post. N.Y., Farrar & Rinehart, 1938. 309 pp., illus. A popularly written, human account of slums and housing. The author, now Regional Director, Region VII, USHA, was formerly Chairman of the N. Y. City Housing Authority and Tenement House Commissioner of N. Y. City.

City Planning: Why and How. By Harold M. Lewis. N.Y., Longmans, 1939. 257 pp., plans, diagrams. "An attempt to set forth in simple language the need and advantages of planning for the future growth or change in a municipality."

The Culture of Cities. By Lewis Mumford. N. Y., Harcourt, 1938. 586 pp., illus. It "seeks to explore what the modern world may hold for mankind once men of good will have learned to subdue the barbarous mechanisms and the mechanized barbarisms that now threaten the very existence of civilization." For mature readers. Contains a scholar's bibliography, international in scope, pp. 497-552.

Design This Day: the Technique of Order in the Machine Age. By Walter D. Teague. N.Y., Harcourt, 1940. 291 pp., illus. Attempts to describe "the technique that must be applied to the solution of any problem of design, whether it be a new motor car or a new environment." A general outline of the shape of things to come, including better-designed houses and whole communities. Bibliography, pp. 278-284. High-school and adult level.

The Diary of a Housing Manager. By Abraham Goldfeld. National Association of Housing Officials, 1313 E. 60th St., Chicago. 1938. 115 pp. A record of ten years of the author's experience as manager of Lavanburg Homes, on New York's East Side.

Housing America. By Editors of Fortune. N. Y., Harcourt, 1932. 159 pp., illus. Still in the advance guard of thought on certain housing problems.

Housing for Health. Papers Presented Under the Auspices of the Committee on the Hygiene of Housing of the American Public Health Ass'n. Science Press Printing Co., Lancaster, Pa. 1941. 221 pp.

Housing Yearbook. National Ass'n of Housing Officials, 1313 E. 60th St., Chicago. 1935-41. 7 vols. The 1939-41 Yearbooks contain summaries of state and local housing activities, summaries by Administrators of USHA, Federal Housing Administration, Federal Home Loan Bank Board, Farm Security Administration; directory of official and unofficial housing organizations.

Housing the Masses. By Carol Aronovici. N.Y., Wiley, 1939. 291 pp., illus. The problem of housing in the U. S., with special emphasis on long-range aspects. Discusses underlying economic and business structures that cause the slums, and notes attempted remedies. Stresses need for housing education and research. Includes chapter on housing literature.

Modern Housing. By Catherine Bauer. Boston, Houghton Mifflin, 1934. 331 pp., illus. Detailed analysis based on first-hand study of European housing. Gives background of 19th-Century conditions showing gathering forces which led to housing reform. American problems in the light of European experience.

Public Housing in America. Morris B. Schnapper, comp. N.Y., H. W. Wilson, 1939. 369 pp. (Reference Shelf Series, Vol. 13, No. 5.) Articles assembled for debate and discussion.

Slums and Housing: with Special Reference to New York City. By James Ford, with the collaboration of Katherine Morrow and George N. Thompson. Cambridge, Harvard Univ. Press, 1936. 2 vols., 1033 pp., illus., plans. This comprehensive history and discussion of housing in N. Y. City has nationwide application. Bibliographies.

TNEC Hearings on the Construction Industry, 1939. (U.S.) Temporary National Economic Committee. Govt. Printing Office, Washington, D. C., 1940. 660 pp., illus., charts, tables. 75 cents. A key to the housing problem. Reveals why a large proportion of the nation's families have not been able to get adequate inexpensive housing.

VI. SOME MAGAZINES AND NEWS BULLETINS

Magazines (See especially the numbers indicated):

American City. Aug., Oct., 1941.

Architectural Forum. Jan., April, June, July, Nov., 1940; Feb. - May, July - Oct., 1941.

Architectural Record. March, 1939; May, 1941.

Building America. Community Planning Number, 1939. Society for Curriculum Study.

Journal of Home Economics. Sept. 1938; Jan., April, 1939; March, Sept. - Nov., 1940.

Monthly Labor Review. Aug., 1939; April, July, Aug., Oct., 1940.

Pencil Points. Sept., 1940.

Several bulletins issued by housing and planning organizations:

Agenda for Western Housing and Planning. California Housing and Planning Ass'n, 948 Market St., San Francisco. Monthly, beginning June 1941. Illus.

ASPO News Letter. American Society of Planning Officials, 1313 E. 60th St., Chicago. Monthly. "To promote efficiency of public administration in land and community planning."

NAHO News. National Ass'n of Housing Officials, 1313 E. 60th St., Chicago. Included with other publications and services in a $5.00 annual membership. 20 cents a copy. For public officials and others interested in improving housing conditions.

Public Housing Progress. National Public Housing Conference, 122 E. 22nd St., N. Y. City. Issued irregularly. $2 a year. mimeo.

VII. A NEW SLIDE FILM.

Yes We CAN Have Housing. Produced by U. S. Housing Authority, Sept., 1941. A strip of 89 pictures, on 35 mm. film. Single-frame size. The housing problem and what is being done and should be done about it. Includes material on health, children, economic aspects, housing education, and before-and-after scenes. To obtain a copy of the film and Speech Notes, send 75 cents to Photo Lab, Inc., 3825 Georgia Ave. N.W., Washington, D. C.

How to Make Your Own Illustrated Lecture on Housing. (See under Section II.)

VIII. MOVIES.

The City. 33-minute sound film. Contrasts the social chaos of the planless city with the human advantages of the small planned community. May be rented from Film Library of Museum of Modern Art, 11 W. 53rd St., N. Y. City. 1939. (See also under Section III, pamphlet "Planning for Living.")

Housing in Our Time. 20-minute sound film. 16 and 35 mm. May be borrowed from U. S. Housing Authority, Washington, D. C. 1939.

Design and Construction of Three Small Homes. With sound, 25 mins.; silent version, 40 mins. 16 mm. Shows step-by-step construction from foundation to completion. May be borrowed from Federal Housing Administration, Washington, D. C.

Power and the Land. 16 mm. sound film. Produced by Joris Ivens for Rural Electrification Administration. Tells the story of the Parkinson family and their farm home before and after they got electricity. May be borrowed from REA, Washington, D. C. 1940.

And So They Live. 26-minute sound film. Rural life in America's Southeast. Produced by Educational Film Institute, New York University, 71 Washington Sq., N. Y. City. 1940.

The local housing authorities in the following 10 cities have each produced a movie (Pittsburgh's in 1939, all the others in 1941):

Atlantic City, N.J.; Birmingham, Ala.; Memphis, Tenn.; New Orleans, La.; Phoenix, Ariz.; Pittsburgh, Pa.; San Francisco, Calif.; Seattle, Wash.; Trenton, N.J.; Washington, D.C.

The Philadelphia Housing Ass'n, 1717 Sansom St., has made a 17-minute sound film, "A Place to Live." 1941.

At Blair Junior High School, Norfolk, Va., the students in Mr. J. J. McPherson's civics classes wrote, acted, and filmed a housing movie, "This Is Our Challenge." 1940.

COMMUNITY LIVING
in a
LOW-RENT HOUSING PROJECT

Health
p 6

by

Howard L. White
Assistant Chief of Tenant Relations

Federal Works Agency
United States Housing Authority
Washington, D. C.

February 1940

COMMUNITY LIVING IN A LOW-RENT HOUSING PROJECT

Shelter is not the whole of the Housing Program. Man does not live by bread alone, nor does he live unto himself. He is part of his community, and deserves to find in life certain emotional, spiritual, intellectual, and social satisfactions.

We who follow the Housing Program are aware of this need for a more satisfying community life. In all innocence of the complications of this statement, however, we may believe that a new and better way of life is the inevitable result of a rehousing project. This is not so. If we are to create improved communities, we must recognize, and plan in terms of the needs and the restrictions of low-income families. This is in addition to decent homes, which cannot be met without public aid.

The new residents in a new housing project find themselves in a strange environment. There are no traditions, no old familiar guideposts. They have to make new acquaintances and new ways of doing familiar things. Any thing can happen in this new community. These people need guidance to find their place in the community. Therefore, it becomes the duty of Management to provide "a regular plan under trained supervision of tenant selection, rent collection, community activities, tenant maintenance and welfare services".1/

Let us see what are the needs and limitations of low-income families with which the Tenant Relations Program is concerned. In broad terms, Eduard C. Lindeman, Sociologist, notes these five basic human needs:

1/ USHA: Tentative Draft of a Model Management Resolution for the First Budget Period. Washington, D. C. Jan., 1940.

1) Security. The American people need the assurance of a job or some other source of income which will provide food, clothing, and shelter, which will provide education for their children, and an old age free from institutional regimentation, and which will give them a feeling of standing in their community. Yet two-thirds of American families earn less than $1450 per year,[1] and so do not enjoy the "American standard of living". And there are still 10,800,000 unemployed.[2]

2) Shelter. People need decent shelter at a price they can afford to pay. Yet in the period 1930-1938 only 1,000,000 homes were built, although 6,000,000 were needed.[3] And approximately 75% of this building was for less than 25% of the population (families with incomes over $2000 a year).[4]

3) Health. People want health, the means of attaining it and the means of keeping it. Yet one-half our population has never entered a dentist's office; and 30% of us never had medical services at the time of need. "Infant mortality is high whenever economic status is low. Among families on relief . . . . chronic illness is 87% more prevalent (and of longer duration) than among families with incomes of $3,000 or over".[5]

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[1] National Resources Committee: Consumer Incomes in the United States. Washington, D. C. August, 1938.

[2] October, 1939, estimates in series prepared originally for Committee on Economic Security and continued by Robert R. Nathan.

[3] USHA: What the Housing Act Can Do For Your City. Washington, D. C. 1938.

[4] USHA: Urban Residential Construction for Families in U. S. by Income Groups (Chart). Washington, D. C. October 21, 1939.

[5] Interdepartmental Committee to Coordinate Health and Welfare Activities: The Nation's Health. Washington, D. C. 1939.

4) Education. People of America need education. They have schools, but of what quality? One-third of the buildings now in use were constructed between 1870-1899, and 8% were constructed during the Civil War.[1] The length of school terms reflects the inequality of opportunity, economic and racial". The 1935-36 national average school term was 167 days for white children, but only 146 days for Negroes; 181 days in urban centers, but only 163 days in rural districts.[2]

5) Recreation. Machine has freed man from long hours of work. But it has also tended to destroy individual skill and deprive man of the satisfactions he used to find in work. Recreation must fill this gap and balance the monotony of routine jobs with creative, constructive, healthful and enjoyable activities.[3] Yet two-thirds of the population -- that is, the group earning less than $1,450 a year -- spend less than 30% of the nation's total expenditures for recreation.[4] Obviously this majority group of Americans cannot afford to pay for recreation, but must rely on public sources.

These needs of man are inseparable. In planning for one, we cannot overlook the others. Thus in planning for shelter, we cannot overlook the Tenant Relations Program, which provides for Health, Education, Recreation,

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1/ National Education Association, Washington, D. C.

2/ Survey Graphic, Schools - The Challenge of Democracy to Education, October, 1939

3/ Eduard C. Lindeman: Democracy and Leisure. Work Projects Administration, Washington, D. C. December, 1938.

4/ National Resources Committee: Consumer Expenditures in the United States. Washington, D. C. 1939.

and Security. We need not finance this entire program from housing funds. But our planning for shelter cannot exclude the opportunity for meeting these needs or exclude the agencies which wish to provide for them. In the first stages of any project, housers must plan jointly with health, education, recreation, library, and welfare agencies. This is basic to the plan of action which is the Tenant Relations Program.

The first point in the plan of action is the provision of facilities -- buildings and areas -- for community activities. These may or may not be provided from housing funds; these may be located in the project or in the neighborhood surrounding it. But they must be available to project residents; they must meet these obvious needs; and they must be functionally usable for community activities.

Often enough the space is there, but it is not planned for the needs of the community. Many times an area is labelled "recreation", but it is not useful for that purpose. The uses of community space should be studied as thoroughly as have the uses of a dwelling. No one would think of having the front entrance of the dwelling open into a bedroom. Nor would the foyer be stuck onto the kitchen unrelated to the outside door. Yet on many PWA projects we find this type of error in the plans for community space.

On one project, community facilities are scattered, making proper supervision difficult if not impossible. On another, lack of soundproofing of social rooms led to tenant complaints and finally closing of the rooms. Because a basement room was on dirt fill, instead of cinder fill, the Board of Health objected to its use by small children. In another instance, no community facilities were planned; tenant demands resulted in the conversion of some basement space which was dank, dismal, poorly lighted and ventilated, unattractive, and thus of small use.

These things are remedied by early consideration of needs, by early consultation with acknowledged local experts, and by joint planning for serving the community relations needs of that neighborhood of which the project is a part. Agencies providing playgrounds, community centers, clinics, welfare services, libraries, educational and cultural services should be brought into the picture early so that the new development will be in keeping with their far-reaching plans for the city as a whole.[1] In PWA projects where these agencies were not consulted, they have been very reluctant to operate and supervise project facilities which they knew to be ill-planned. Management costs rose because these services had to be provided from housing funds.

This leads us into the second point in the plan of action of the Tenant Relations Program; this point is leadership. Without leadership, even adequate facilities are a mockery. The Tenant Relations Program must be "under professional supervision". Four to six months prior to occupancy, the project must employ some person qualified in the social aspects of housing management who can establish a Tenant Relations Program. In a small project, a properly qualified manager may be sufficient to the needs of the Program. For a large project, a qualified Tenant Relations Aide should be on the staff of the project; and for more than one project in a city, a similar person should also be on the staff of the Authority.

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[1] This procedure is outlined in Planning Recreation Service for USHA-Aided Housing Projects, issued October 1939 by USHA, Washington, D. C., and applying to health, welfare, library, and education as well as recreation.

The value of a Tenant Relations Aide can be stated in terms of sound business administration. People moving into housing projects rightfully expect the same health, recreation, education, library, and welfare services which they received in their old neighborhoods. The agencies rendering these services, however, often assume that people moving into housing projects no longer need them. A trained person on the project staff is needed to approach these agencies, encourage them to continue their services, and coordinate those services to the best interests of project residents.

Without the assistance of other agencies, the project itself may be forced to spend additional moneys to meet tenant needs. It has been found that the employment by the project of a trained Tenant Relations Aide, brings to the project free services of the following values:

Projects of	
100-300 dwelling units	$5,000 a year
300-500	9,000 a year
500-1,000	17,000-20,000 a year

Health

If the new housing community is to succeed in its aim of a better community life, it must retain the valuable aid of the agencies concerned with arresting tuberculosis, curing syphilis, reducing malnutrition, and with the more positive programs contributing to improved living.

For example, the problem of juvenile delinquency indicates the necessity for these services, even in new housing projects. No single "cause" for juvenile delinquency has been found, but experts are agreed on certain crime-conditioning factors. Elimination of any of these factors is a useful step towards decreasing juvenile delinquency. Among these factors are: (1) inadequate, unsafe, insanitary houses in badly-planned neighborhoods, and (2) lack of opportunity to participate in creative and constructive recreation. The first factor is called "secondary" because it acts not directly upon the delinquent, but upon his environment. The second factor is called "primary" because it directly affects the delinquent.1/ Therefore, the effect of rehousing is passive, in that it merely removes a crime-conditioning factor. More important is trained recreation leadership, which is positive in that it develops new attitudes and tools to fight actively the crime-conditioning factors.

Professional supervision in the project also encourages the establishment of a Tenants Association which is an invaluable aid to management. One manager states just two of the advantages of such an Association: (1) "tenant turnover is reduced, lowering administration and operating costs", and (2) "by utilizing (tenant) maintenance in this way, management costs were reduced."2/ There are many others, including the development of community spirit. Because people are naturally gregarious, an Association will develop in time whether or not management encourages it. Many times it has developed out of grievances or as the result of pressure from outside groups with selfish interests. Rather than suffer this perverted growth, it is better for Management to recognize the right of the residents to organize and to encourage in every way possible the development of a constructive group.

1/ PWA Housing Division: The Relation Between Housing and Delinquency. Washington, D. C. 1936.

2/ Address October 20, 1939 at Southeastern Housing Conference in Atlanta, Georgia, by William R. Geddings, Manager of University Terrace, Columbia, South Carolina.

Trained supervision also encourages the development of skills and talents and leadership ability among the project residents. Club officers, newspaper editors, playground leaders, craft instructors, and others come from the tenant body when stimulated and trained in leadership by a competent professional.

Tenant maintenance also benefits from the employment of a Tenant Relations Aide. For success, tenant maintenance depends upon a friendly cooperative relationship between Management and residents, a feeling on the part of residents of participation in and responsibility for the success of the housing program. This feeling and this relationship is not inevitable; it must be created and nurtured by the Tenant Relations Program.

As needs of residents become obvious, and as interests develop and are expressed, a program of community activities will eventually emerge for each project. What will such a program normally include? For two reasons, we know in general terms the answer to that question. First, activities arise out of the basic human needs: the need for security leads to cooperative buying and credit unions, the need for health leads to clinics and group medical care; the need for education leads to a library and parent education; the need for recreation leads to games and sports, singing and dramatics. Second, in the projects now operating, certain activities have developed naturally and almost inevitably.

Therefore, we can say that a program of community activities will probably include the following: discussion groups, nursery schools or play centers for small children, libraries, group medical care, sports and games, dramatics, cooperative buying, singing and dances, clinics, gardening, homemaking classes, furniture repair, credit unions, woodworking and metalcraft, clubs, hobby groups, consumer study clubs, parent education, pottery and painting, vocational guidance, employment referral service, and project newspapers. These activities in various combinations are occurring in the projects now occupied and operating. Taken together, they are the means for knitting project residents into a homogeneous environment enjoying a healthful community life.

While guidance and stimulation of community activities are essential, we must renounce paternalism as a guide to action for Management. In true democratic fashion, the program must be guided by the needs of every child and adult in the community. Facilities and leadership must be provided only to create an opportunity for adequate satisfaction of these needs.

WHAT THE ALLEY DWELLING AUTHORITY IS DOING

by

John Ihlder
Executive Officer
The Alley Dwelling Authority

WOMEN'S BUREAU
SEP 24 1941
DEPARTMENT OF LABOR

(Published in The Washington Star, September 14, 1941)

We often are asked, "What is defense housing doing to your program?" The answer is, "It is part of the program." A housing program is a long time proposition, and takes account of changing needs and conditions.

Getting rid of all the slums and substandard dwellings of Washington and assuring an adequate supply of good low-rental housing is something that can not be done over night. The Authority's new houses are designed — and financed, to last from thirty-five years for defense housing to sixty years for normal housing. Many of the old slum houses it is demolishing have lasted longer. So the Authority thinks in terms of sixty years.

During sixty years there will be peace and war, prosperity and depression, housing shortage and housing surplus. All of these must be taken into account in the program. During sixty years prices will change, wages will change. These must be foreseen in the program. During sixty years the city may change as much as it has changed in the past sixty. So far as possible these changes must be taken into account in the program.

So the Authority seeks to build good dwellings of kinds that experience has shown have lasting qualities. Even more important than the building itself is the open space about the building, for land overcrowding is the most potent cause of that neighborhood deterioration which carries many well-built houses into the discard. Next is traffic as a cause of neighborhood deterioration.

The Authority cooperates with the National Capital Park and Planning Commission in selecting the areas in which it works in order that its developments may fit into the city plan for the future Washington. Because of the present shortage of dwellings it is now putting emphasis on constructing additional houses, minimizing demolition, especially when a cleared slum area should be redeveloped for uses other than residential. That will come later when the housing shortage has been overcome. Some two years ago the Authority tentatively selected a slum area for a low-rent housing redevelopment but found that because of the street pattern the National Capital Park and Planning Commission believes the future of that area is commercial. So the Authority put it on the shelf for later consideration and directed its attention elsewhere.

The map shows the places where the Authority is now working. Its properties dot nearly all sections of the city. Its purpose is to "reclaim" slums or blighted areas and, if those areas are not adapted to low-rent housing, to build a compensating number of low-rent dwellings elsewhere. Even where the redevelopment is for low-rent housing, the density of population may be reduced, so compensating dwellings must be built elsewhere.

Two things are happening to Washington, as they are to other large cities; it is growing on the outskirts and decaying near the center. In part this is inevitable, the plan of nature by which parts of every living organism decay while other parts are growing. That is why it is necessary to prune trees. But in cities the natural process has been accentuated by what man does. The result is such great waste that some of our cities face bankruptcy because of the spread of their blighted areas. The Authority is seeking to reduce this tendency by reclaiming spoiled areas that have become municipal liabilities, redeveloping them for uses that best serve the community and in ways that promise stability.

Supplementing its corrective work in slum reclamation the Authority builds on vacant land to provide for families equal in number to those who are displaced in congested areas, and to meet the acute needs due to the defense emergency. On these sites it seeks to apply the lessons of experience, avoiding land overcrowding and the creation of heavy traffic streets, so its properties may be protected from the blight which has fallen on some older sections of the city.

The Alley Dwelling Authority is the pioneer public housing agency in the United States. Its beginnings were small -- it had only $500,000 with which to start. Its operations were confined to squares that contained inhabited alleys. Since those days of small beginnings interest in public housing has become nationwide and as a result much larger funds have become available. The present immediate program of the Authority will require nearly twenty million dollars.

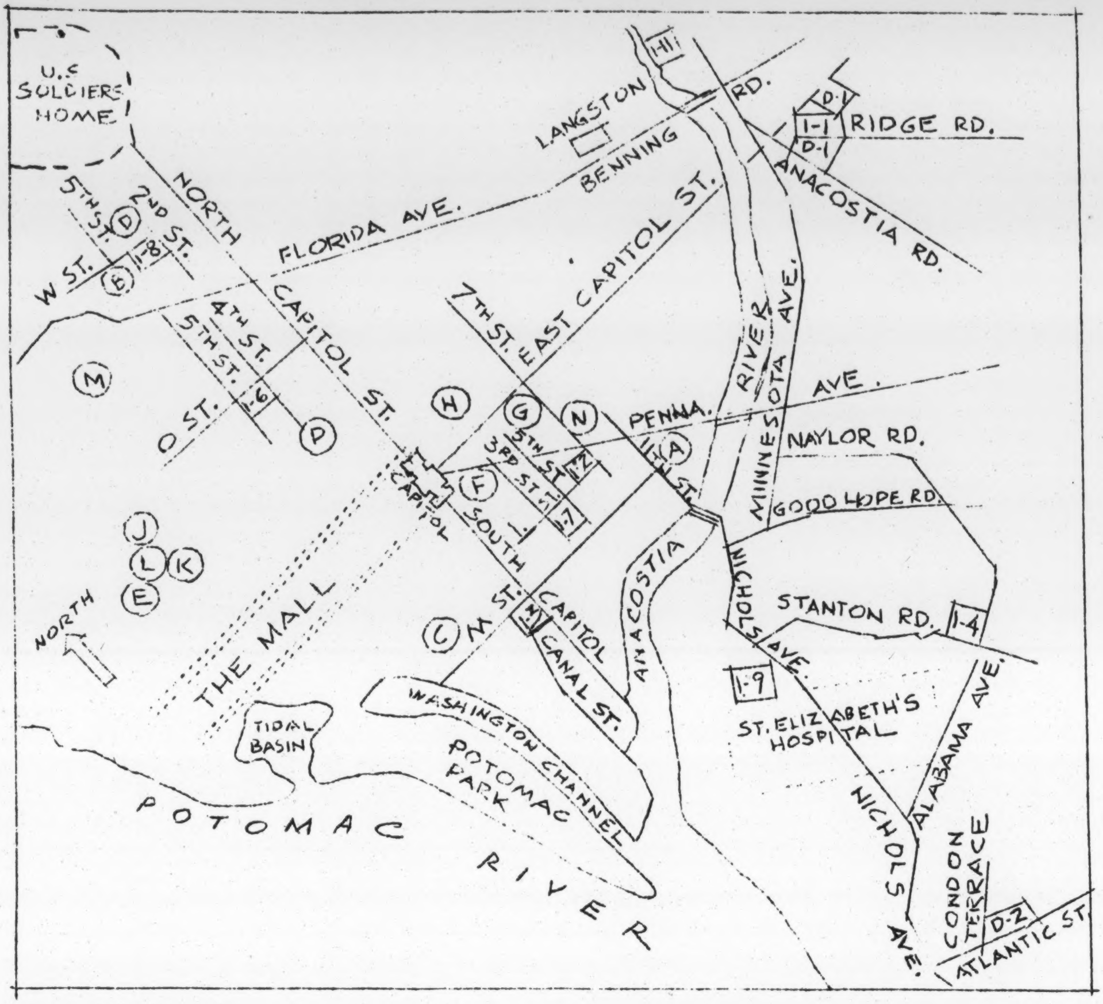
The financial policy of the ADA is to carry out its program of slum reclamation and assurance of an adequate supply of good low-rent dwellings at the smallest practicable net cost. Its objective is to break even, to finish its job, making Washington a slumless city, with assets equal to all its expenditures. The exception to this is the subsidy which accompanies loans from the United States Housing Authority and accompanying tax exemption by the District. This combined subsidy the Authority uses to reduce rents for its lower-income tenants. For this purpose it devised a system of graded rents that, after much criticism, is now being adopted by other cities.

The graded rent system is based upon setting economic rents for all the dwellings in each property. These rents reflect the cost of the property and if paid in full would make that property fully self-supporting; without profit, without loss. Among the items in an economic rent is amortization, or paying off the cost of the building. If the building is so well constructed that it has a sixty year life-expectancy, the annual payments will be comparatively small. So normally the ADA builds for a sixty year life-expectancy. Defense housing, however, due to limitations placed upon it, will have a life-expectancy of only thirty-five years.

Economic rents having been established, actual rents paid by tenants are then graded down in accordance with tenants' incomes to the extent made possible by the subsidy. As a tenant's income increases, his rent is raised and the subsidy thereby reduced. A reserve fund provides for the possibility that rent decreases may exceed rent increases. This system of graded rents has made it practicable to reach families with incomes lower than is practicable by any other method yet tried.

The wide distribution of the Authority's properties is indicated by the accompanying map of the District.

LOCATIONS OF ADA PROPERTIES


U.S SOLDIERS HOME
5TH ST.
2ND ST.
NORTH CAPITOL ST.
D
1-8
E
W ST.
FLORIDA AVE.
LANGSTON
BENNING RD.
1-11
D-1
1-1
D-1
RIDGE RD.
ANACOSTIA RD.
EAST CAPITOL ST.
7TH ST.
4TH ST.
5TH ST.
O ST.
1-6
M
P
H
G
N
5TH ST.
3RD ST.
1-2
1-7
F
CAPITOL
SOUTH CAPITOL
PENNA. AVE.
A
11TH ST.
RIVER
MINNESOTA AVE.
NAYLOR RD.
GOOD HOPE RD.
J
L
K
E
NORTH
THE MALL
C
M ST.
1-3
CANAL ST.
ANACOSTIA
NICHOLS AVE.
STANTON RD.
1-4
1-9
ST. ELIZABETH'S HOSPITAL
ALABAMA AVE.
TIDAL BASIN
WASHINGTON CHANNEL
POTOMAC PARK
POTOMAC RIVER
NICHOLS AVE.
CONDON TERRACE
D-2
ATLANTIC ST.

Defense Housing

D-1	Stoddert Dwellings
D-2	Highland Dwellings

Title I Housing

A	Hopkins Place
B	V Street Houses
C	Jefferson Terrace
D	Williston Apartments
E	St. Mary's Apartments

Title II Housing
(Properties and Projects)

1-1	Fort Dupont Dwellings
1-2	Ellen Wilson Dwellings
1-3	James Creek Dwellings
1-4	Frederick Douglass Dwellings
1-6	Kings Court Project
1-7	Carrollsburg Dwellings

Title II Housing (Continued)

1-8	Kelly Miller Dwellings
1-9	Barry Farm Dwellings
1-11	Parkside Dwellings

Non-residential
(cleared and redeveloped)

F	Rupperts Court (now a repair shop)
G	Browns Court (now garages)
H	Douglas Court (now garages)
J	Stanton Court (now garages)
K	O'Brien Court (now parking lot)

(cleared and sold)

L	Bissels Court
M	Valley Street

(cleared and held for future use)

N	Oddfellows Court
P	Burdens Court

Langston -- leased from USHA (shown by name)

9-13-41

Description of ADA housing properties

1. Hopkins Place, L Street between 12th and 13th Streets, S. E. Named in memory of Mrs. Archibald Hopkins. The ADA's first low-rent housing property, erected in 1936. Twelve new houses and eleven reconditioned alley dwellings that have been opened to the street.

2. O'Brien Court, F Street between 20th and 21st Streets, N. W. On this site were three inhabited alleys. Soon after the ADA cleared this site in 1935 the government earmarked it for a War Department building. Since then the ADA has held it vacant pending government decision, and has leased it as a parking lot. As vacant land it will cost the government much less than if occupied by buildings.

3. Ruppert's Court, back of Pennsylvania Avenue, at 2nd and 3rd Streets, S. E. Here, in a business area, ADA erected and leases a repair shop that occupies the site of five former alley dwellings.

4. St. Mary's Court, on 24th Street between G and H Streets, N. W., an apartment house for Negro occupancy, erected in 1937.

5. Williston Apartments on W Street between 2nd and 4th Streets, N. W., named in memory of Dr. Edward D. Williston, long connected with Freedmen's Hospital, a public spirited, well known and beloved physician.

6. The V Street Houses, on V Street between 4th and 5th Streets, N. W., a successful demonstration of ADA's method of writing off the excess cost of slum clearance.

7. The Ellen Wilson Dwellings, named in memory of the first Mrs. Woodrow Wilson, are near the Navy Yard and occupy the site of Navy Place, formerly the District's largest inhabited alley. This alley contained 70 houses and four stores, and had a community life of its own. In place of these alley dwellings and the surrounding dilapidated street houses, the ADA now has 218 houses and apartments rented to low-income white families.

8. Carrollsburg Dwellings, bounded by 3rd, 5th, M and Eye Streets, S. E., is almost completed. A block and a half from the Ellen Wilson Dwellings, it will receive 314 Negro families within the next few weeks.

9. Langston, on Benning Road, N. E. Erected by the Housing Division of PWA, transferred to USHA, and, in 1940, leased to the ADA. This is one of the two housing projects proposed by PWA, but the only one it built. It is occupied by 274 Negro families.

10. Fort Dupont Dwellings, at Ridge Road and Anacostia Road, S. E. This is the other of the two projects proposed by PWA, which bought the site in 1935. This site was transferred to USHA which sold it to the ADA. The ADA then built here 326 houses and apartments with money borrowed from USHA. It is occupied by white families.

11. Frederick Douglass Dwellings, on Alabama Avenue, at 21st Street, S. E. This property, containing 313 dwellings, is on one of the pleasantest sites in the District. The Negro families who are to occupy it are now moving in.

12. Kelly Miller Dwellings, bounded by 2nd, 5th and W Streets, and Oakdale Place, N. W., named in memory of Kelly Miller, Professor Emeritus of Sociology and former Dean of the College of Arts and Sciences of near-by Howard University. These 169 dwellings for Negro occupancy will be completed this fall.

13. Kings Court, bounded by 4th, 5th, N and O Streets, N. W., illustrates the conditions against which the ADA is fighting. Through the center of this square runs Neal Place, a former inhabited alley converted, in 1907, into a minor street by demolishing dwellings at both ends. The expectation was that this improvement would lead owners along Neal Place to improve their properties. But, these properties are today just what they were in 1907, except that they are 34 years older. Along one section of Neal Place is a row of outdoor toilets, serving houses that front on the adjacent Kings Court, an inhabited alley.

14. Stoddert Dwellings, at Ridge Road and Anacostia Road, S. E., the ADA's first defense housing project. Named in memory of the first Secretary of the Navy. It will be completed in November and will provide for the families of 200 civilian employees of the Navy Yard.

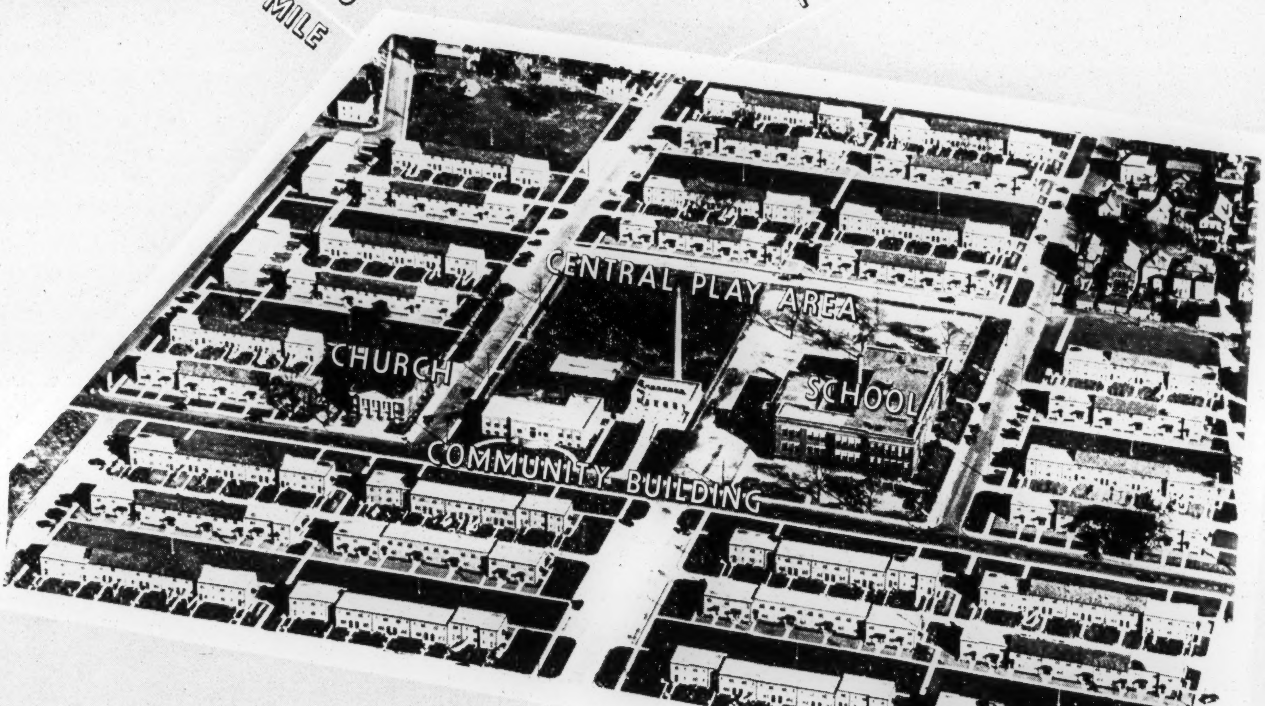
15. Highland Dwellings, at Atlantic Street and Condon Terrace, S. E., the ADA's second defense housing project. It will be completed in December and will provide for 350 families of Navy Yard employees.

-oOo-

September 13, 1941

Reprinted from the
October, 1941, issue.

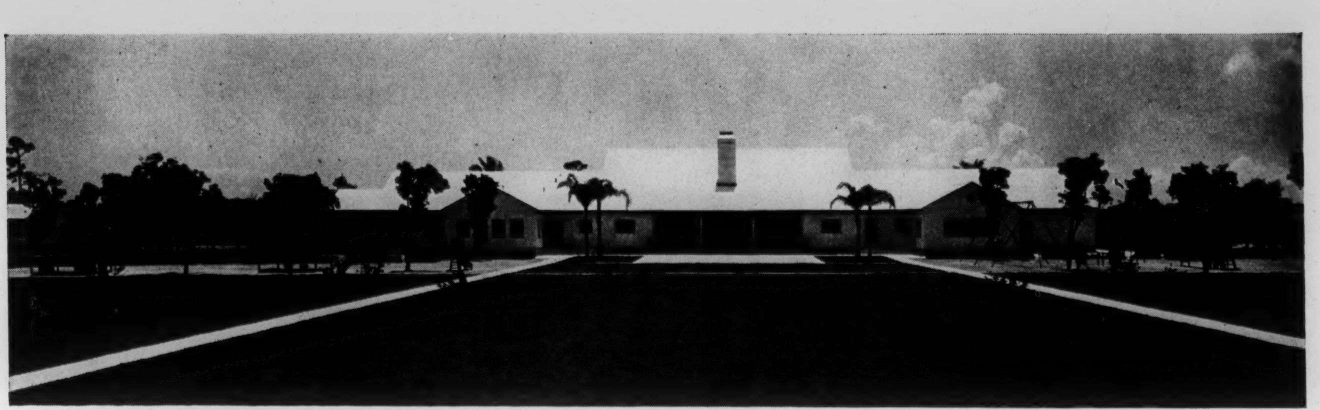
The American City


1/2 TO
1 MILE
1 TO 2 MILES
CENTRAL PLAY AREA
CHURCH
SCHOOL
COMMUNITY BUILDING
1/4 MILE

NEIGHBORHOOD
PLAYGROUND

Provision of recreational facilities within low-rent housing sites, and location of projects for access also to existing play areas, are recommended by the United States Housing Authority.

Several articles in this issue point to urgent shelter needs of defense workers, and to the importance of planning such housing and essential utilities to serve long-time community needs. Ample opportunities for wholesome fun, both for enlisted men and industrial employees, are essential to morale and efficiency.



Central Recreation Building and Adjoining Play Area, Liberty Square Housing Project, Miami, Florida

Recreation Planning for Low-Rent Housing

By Howard L. White
Chief of Community Relations, USHA

* * *

LOW-RENT public housing is more than shelter; therefore, certain play areas, sitting areas and indoor community spaces are required for the life of the tenants in the project. This means that at the time of site planning, consideration for recreation must be made, along with thought on type and arrangement of dwelling units.

The people living within the structures must be considered not only as individuals, but as groups requiring social contacts, leisure-time activities and other normal services. The plan of the well-considered project will include ample space outside the living quarters, so organized as to be attractive as well as useful for play, recreation, and services.

In making plans for recreation spaces within the project, it is necessary that consideration be given also to recreation areas, community centers and parks outside the project that are within a use distance. When considering site selection for a housing project, every effort should be made to see that a playground for children between the ages of 6 to 14 years is located within a quarter-mile of the project. A neighborhood playfield should be within one-half to one mile of the low-rent project, due consideration being given to a public park so that tenants of the housing project can reach the park by public conveyance with one fare.*

Central Recreation Area

Before approval by the United States Housing Authority, every project is required to provide outdoor play space in terms of minimum guarantees. It is recommended by USHA to the local housing authorities that such space should include a central recreational area immediately adjacent to a community building, and that this area should be developed for multiple use in order that many types of activities may take place in connection with the recreation building.

Outdoor space necessary for pre-school activities should be part of the central recreation area. This portion of the area should contain at least six times the area of the total indoor recreation space assigned to pre-school activities. This is in addition to the other requirements of the central recreation area, which also serves the school children and adults.

It is preferable that these pre-school areas be located on the southern side of the building, with direct access to the indoor pre-school space provided at grade. In projects of 300 dwelling units or more, it is advisable to provide other pre-school areas elsewhere in the project.

The minimum requirement for the central recreation area varies with the density per acre and the number of dwelling units in the project, as indicated in the following table:

Density (Coverage)	First 200 D.U. or Less	Next 100 D.U. Add per D.U.	Over 300 D.U. Add per D.U.
50%	1.25 acres	180 sq. ft.	120 sq. ft.
40%	1.00 acre	150 " "	120 " "
30%	1.00 acre	120 " "	100 " "

The central recreation area, and consequently the recreation building, should be near the population center of the project, yet sufficiently removed from the nearest dwellings to avoid discomfort from the noise of activities.

Experience has demonstrated that space devoted to central recreation areas in the project is easier and less expensive to supervise and maintain if it is kept in a single area. The requirements of the activities for school-age children, which are to be conducted in this space, dictate a single large area rather than two or more areas of smaller size scattered throughout the project.

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* See front cover of this issue of The American City.

The central recreation areas, besides providing for the special pre-school space, also include features for: (1) an apparatus area, containing slides, swings, balance bars and climbing structures; (2) a large open area for informal play and supervised games; (3) an area for quiet games, crafts, dramatics, and story-telling, and (4) courts and fields for softball, shuffleboard, badminton, basketball, handball, volleyball, paddle tennis, and horseshoes.

These areas should be well defined and segregated from each other by hedges or paths. Shade trees should be provided in the quiet-games area and around the borders, but at sufficient distance from courts and fields so as not to interfere with activities. Dimension and design requirements for courts and sports areas may be obtained from the local recreation department. If the central recreation area is not directly related to the community building, a shelter house should be provided with storage space, drinking fountain, and toilets, directly related to the outdoor area.

Family-Use Area

Within courts and between buildings, areas should be developed for the occasional use of families and neighbors. It is in these areas that additional pre-school activities can take place. These family-use areas should preferably be located within sight of each dwelling unit and easily accessible to building entrances.

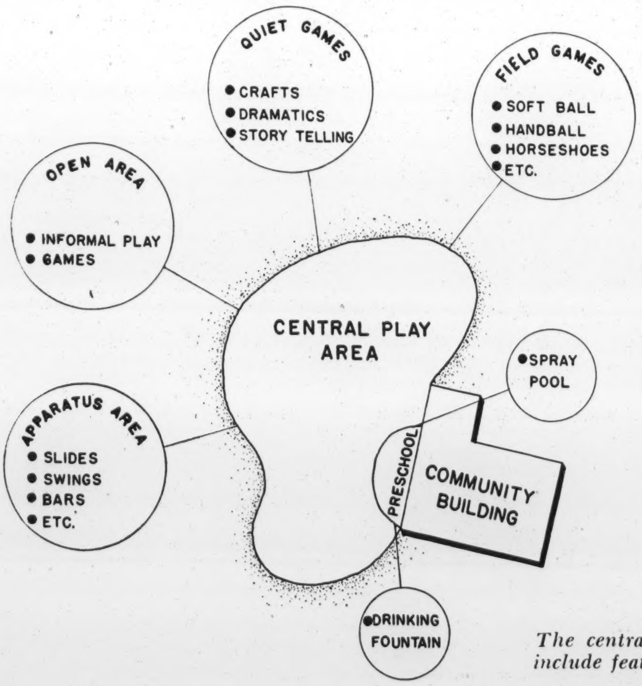
The minimum size for the area devoted to family use should be around 1,200 square feet, meaning that the local housing authority allows about 25 to 30 square feet per dwelling unit for family-use purposes. If, in the case of dwelling units that have private yards, play areas are available in the individual yards, then the family-use areas can be reduced in size and number from the recommendations described above by approximately 50 per cent. Family-use areas are designed for activities that do not require professional supervision. The informal play and quiet activities, as well as the play of pre-school children on these areas, is supervised by mothers from the adjacent buildings.

It is the opinion of the United States Housing Authority that indoor space for community use should be provided in all projects. In order to insure the construction of indoor community space, USHA, in conjunction with various national and private recreational agencies, established a basic recommendation which would give to the housing project a guarantee of space for organized activities to take place. USHA recommends that for each dwelling unit in a project, 9 square feet be allowed as a minimum for community building purposes. That is, minimum community space for a project is calculated by multiplying the number of units in a project by 9. This recreation building should be directly related to space for outdoor community activities and any additional recreational areas which already exist or are to be developed.

Experience has shown that indoor community space should be centralized in one place on a project, preferably in a community building. This makes for economy and efficiency in operation and leadership. For safety it should be well away, or protected, from traffic streets, surfaced drives, or parking areas. It should be sufficiently removed from the nearest dwellings so that families at home will not be troubled with the noise of the activities.

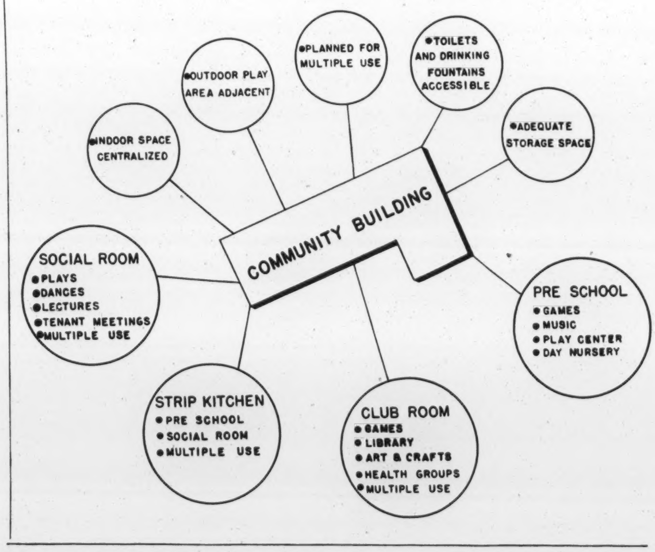
In guiding local housing authorities on the construction and design of indoor community space, the following table has been designed for the purpose of giving rough distribution to square footage needed for

ORGANIZATION OF CENTRAL PLAY AREA AND OF COMMUNITY BUILDING IN LOW-RENT HOUSING


QUIET GAMES
• CRAFTS
• DRAMATICS
• STORY TELLING
FIELD GAMES
• SOFT BALL
• HANDBALL
• HORSESHOES
• ETC.
OPEN AREA
• INFORMAL PLAY
• GAMES
CENTRAL PLAY AREA
• SPRAY POOL
APPARATUS AREA
• SLIDES
• SWINGS
• BARS
• ETC.
PRESCHOOL
COMMUNITY BUILDING
• DRINKING FOUNTAIN

The central recreation area should provide for special pre-school space: also include features for (1) an apparatus area, (2) a large area for informal play, (3) an area for quiet games, and (4) an area for sports

Indoor space should be centrally located in terms of population, and in planning the functional use of space, the various activities which will be conducted should be considered


• OUTDOOR PLAY AREA ADJACENT
• PLANNED FOR MULTIPLE USE
• TOILETS AND DRINKING FOUNTAINS ACCESSIBLE
• INDOOR SPACE CENTRALIZED
• ADEQUATE STORAGE SPACE
COMMUNITY BUILDING
SOCIAL ROOM
• PLAYS
• DANCES
• LECTURES
• TENANT MEETINGS
• MULTIPLE USE
PRE SCHOOL
• GAMES
• MUSIC
• PLAY CENTER
• DAY NURSERY
STRIP KITCHEN
• PRE SCHOOL
• SOCIAL ROOM
• MULTIPLE USE
CLUB ROOM
• GAMES
• LIBRARY
• ART & CRAFTS
• HEALTH GROUPS
• MULTIPLE USE

each type of room or facility in the community building:

Designing the Community Building

The meeting room should be large enough to seat approximately 15 per cent of the project population. It should be designed for multiple use so that it can be used for activities in the morning, in the afternoon, and in the evening, for various age groups. Folding partitions of a sturdy construction are advisable, so that it can be converted into smaller rooms. If there is no available kitchen in the building to service this room, a strip kitchen should be included for parties and home economics classes. Small rooms are designed in the community center buildings for use as craft workshops, social rooms, game rooms, party rooms, and library or club rooms.

Dwelling Units	Meeting Room (Multiple Use) (Sq. Ft.)	Small Rooms (Multiple Use) Number	Small Rooms (Multiple Use) Area (Sq. Ft.)	Kitchen (Sq. Ft.)	Storage (Sq. Ft.)	Coats (Sq. Ft.)	Toilets (Sq. Ft.)	Total Sq. Ft.
100	780	0	0	80	40	30	70	1,000
200	900	1 or 2	600	110	55	45	90	1,800
300	1,365	2 or 3	925	140	75	75	120	2,700
450	2,045	3 or 4	1,450	175	100	100	180	4,050
600	2,725	4 or 5	2,000	175	150	150	200	5,400
750	3,410	6 or 7	2,555	200	175	150	260	6,750
900	3,500	8 to 10	3,650	200	200	200	350	8,100
1,000	3,500	10 to 12	4,500	200	225	200	375	9,000

A part of the large meeting room, or a specially designed room for a *pre-school play center,* is recommended for each project. This facility should be at ground level, with direct access at grade with the outdoor area reserved for pre-school children. The pre-school room providing for play should be 400 to 600 square feet, with a folding partition to increase efficiency of use. Window to floor area should be computed at 1.4, with no less than 300 cubic feet of air provided for each child. Essential accessory spaces to this room are cloak-room, toilets, kitchen, health examining room, and offices. The whole pre-school unit should be compactly designed, eliminating stairs and corridors which make supervision difficult.

The kitchen should be large enough and located so as to serve as many separate rooms as need it. It can be used to serve meals or snacks in the meeting room or any of the social rooms. It is necessary for the proper operation of a nursery school. It can be used in classrooms for demonstrations of household equipment and for instructions in cooking. Additional strip kitchens may be necessary as noted above.

Every room should have some adjacent *storage space.* This is essential to multiple use of these rooms. Materials used by a pre-school group or by a sewing class, for instance, must be stored away so that the room can be used for other activities until the group or class meets again.

The coat room should be located convenient to the entrance and to the meeting room, and to those social rooms used by clubs, classes, committees, councils, and similar groups and organizations.

Toilets and drinking fountains should be directly accessible to all community rooms. Supervision is difficult and activities are interrupted if building design forces people to pass through several rooms to reach the toilets. This should be avoided. Toilets and drinking fountains should also be directly accessible (*not* through stairwells) to outdoor community areas which are adjacent or near to the indoor community space.

Principles—Not Standardization

Effort is made to avoid standardizing design of community facilities. After a local housing authority has become acquainted with the above-described requirements for indoor and outdoor recreation space, it is then possible to take the various recommendations and apply them in terms of the following planning principles:

1. *Community space must be designed to meet the anticipated requirements for normal community activities.*—Experience in occupied projects shows that tenants usually engage in pre-school activities, resident councils, sports, court games, club groups, homemaking classes, consumer study groups, first aid and health education, and other various recreational activities.

2. *Community space must be designed for multiple use.*—A housing project cannot afford to set aside indoor rooms or outdoor areas for one particular group or activity. At best, it provides only the minimum space, so that space must be designed for maximum use. There are, of course, exceptions, such as workshops, which do not lend themselves to multiple use.

3. *Community space must be planned in relation to the neighborhood surrounding the project.*—The project is a part of the surrounding community. Community space inside and outside the project should be pooled to receive maximum use both by people living inside the project and by people living in the neighborhood around the project. The neighborhood, not the project, should be considered the planning unit.

4. *Community space must be planned jointly with interested agencies and well-informed individuals.*—True neighborhood and community planning requires that health departments, settlement houses, recreation commissions, library boards, home economists, boards of education, city planning commission, sociologists, and others be consulted. Many of these agencies will be expected to operate in the community space in the project; experience has shown them to be reluctant to do so unless they have participated in the planning of that space.

5. *Community space can be planned only on the basis of facts which show local needs.*—The facts governing the number, size, and type of community facilities to be built differ in each locality. It is impossible, as well as undesirable, to standardize community facilities throughout the country, or even in one state or region.

6. *Planning community space must start the moment the project is first conceived.*—Adequate planning takes time and must start early. It is expensive to design a project with the intention of using left-over space for community activities.

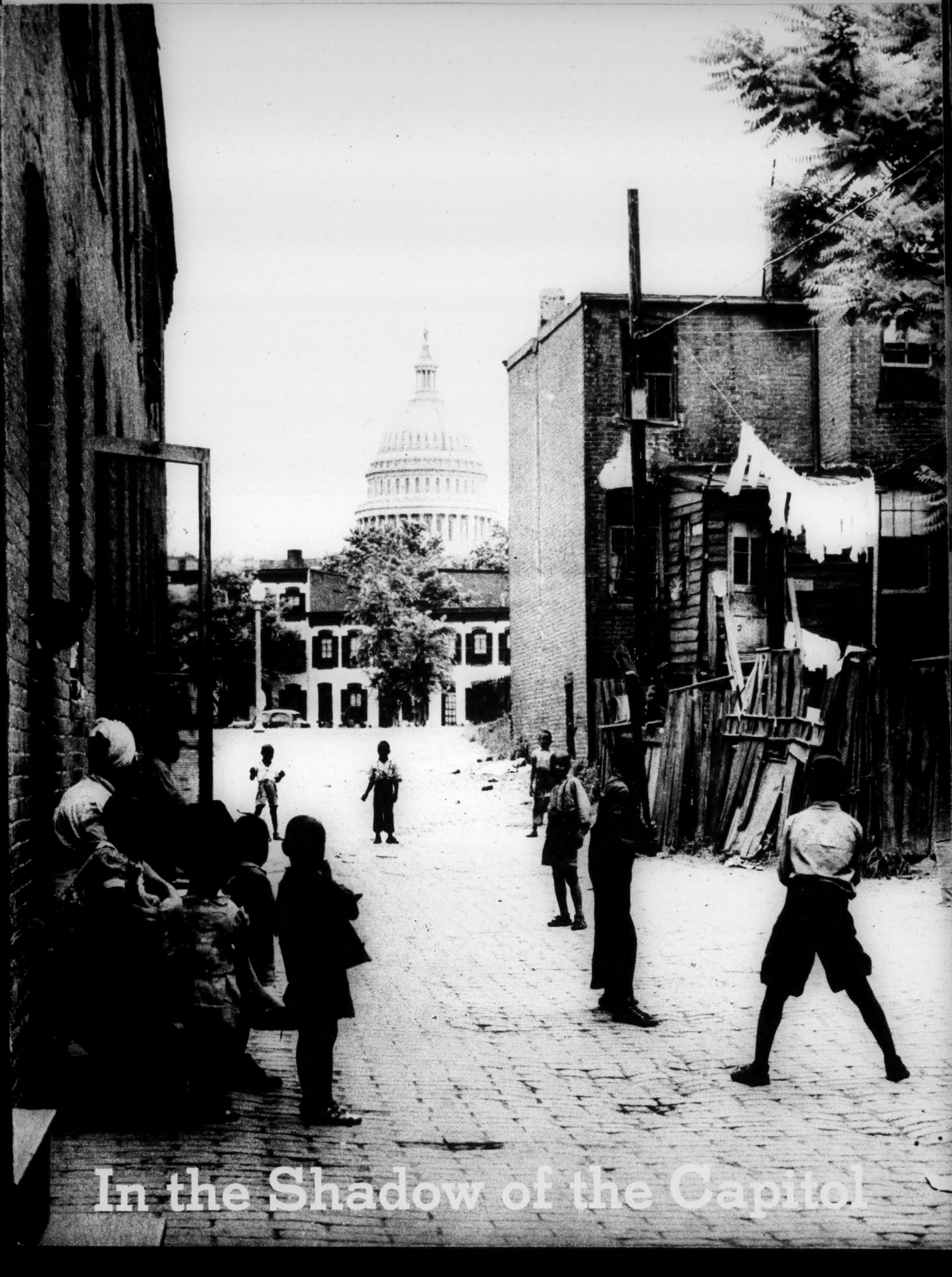
7. *Community space must be planned for economy and efficiency of supervision and maintenance,*—Agencies have refused to operate space in some projects now occupied, because of the difficulties or expense of supervision and maintenance. Otherwise satisfactory facilities will lie idle if they cost a disproportionate amount to operate. Economy in supervision and operation may be achieved by (a) concentration of community space in one building, (b) concentration of a general outdoor recreation space in one large area adjacent and accessible to the community building, (c) washable walls in community rooms, (d) hard surfacing on areas subjected to intensive use, and others.

The physical plan of housing with consideration for recreation is a major factor in cementing the interests of the project together to promote better living and greater tenant self-sufficiency. Housing projects should include necessary recreation facilities, in order to be regarded as self-contained residential units. Therefore, low-rent housing makes every effort to practice good neighborhood planning in terms of housing and recreation.

The project shown in the center of the front cover of this issue of THE AMERICAN CITY is Poindexter Village, a USHA-aided low-rent housing development, comprising 426 dwelling units in Columbus, Ohio.

TYPICAL RECREATION FACILITIES IN PUBLIC HOUSING PROJECTS

1. *Garfield Court, Long Branch, N. J.*
2. *Kinney Place, Corpus Christi, Texas*
3. *Ellen Wilson Dwellings, Washington, D. C.*
4. *Liberty Square, Miami, Fla.*
5. *Parklawn, Milwaukee, Wis.*
6. *Gonzales Gardens, Columbia, S. C.*



In the Shadow of the Capitol

The Washington Housing Association
acknowledges the courtesy of the following agencies
for the photographs used in this report -

Cover (Front) - United States Forest Service

Cover (Back) - Alley Dwelling Authority

Other pictures are through the courtesy of
Federal Security Agency
Washington Star
Times Herald

ANNUAL REPORT, 1940-41

WASHINGTON HOUSING ASSOCIATION

902 Barr Building
Washington, D.C.

Telephone - NAtional 0232 and 0233

Price 25 cents

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* Resigned October, 1941

THE WASHINGTON HOUSING ASSOCIATION

WHAT IT IS .... WHAT IT DOES

What is the Washington Housing Association?

It is a Community Chest Agency interested in the housing problems of families of low income. It is also concerned that there should be a supply of adequate housing to meet the needs of all the people of the District of Columbia.

Do other cities have a housing association like this one?

New York City, Boston, Philadelphia, Cincinnati, Pittsburgh, Chicago, Milwaukee, are some of the cities which have housing associations similar to Washington's. Some have existed 40 years. They have advanced the cause of better housing, zoning, city planning, beyond that of other cities which have no associations. Efforts are now being made to set up associations in many cities.

What is the work of these housing associations?

a. Elimination of slums. A slum is like a cancer - an abnormal growth that spreads and destroys surrounding areas, and can be cured only by surgical treatment. Both human values and property values are threatened and destroyed if nothing is done. The situation has become so serious in all cities that the national associations are setting up studies on urban land problems.

   Areas of overcrowding and lack of sanitation are breeding people for hospitals, clinics, prisons, or relief rolls. When families live, five to seven persons, in one or two rooms, sharing an outdoor toilet with several families, there can be neither health nor morals. The neighborhood and the people suffer deterioration.

   Records of police, hospitals, welfare agencies, when checked against the slum areas, prove that bad housing not only does not pay its share of city taxes, but places an increasing burden on tax payers.

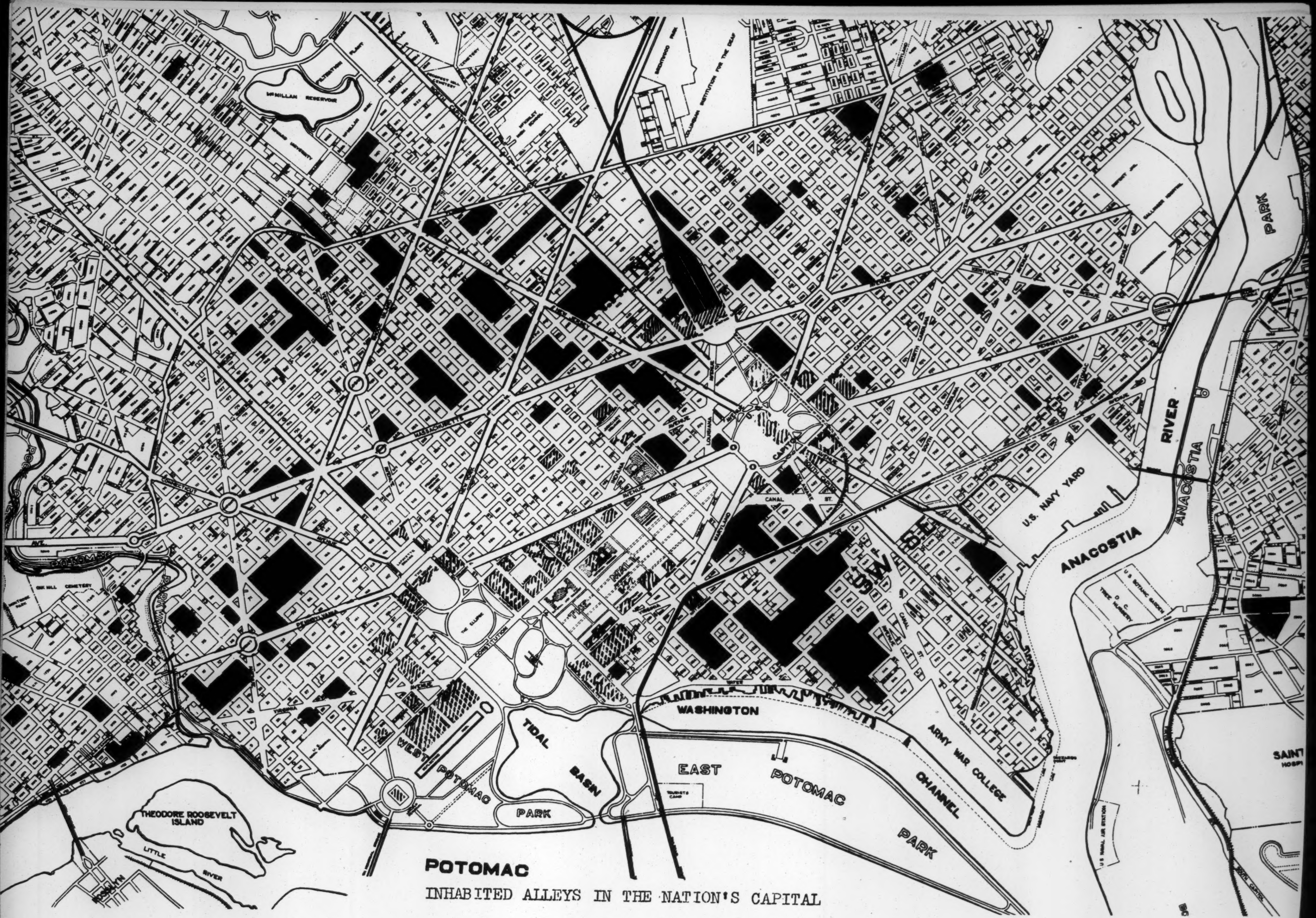
b. Inspection of properties for legal violations by landlord or tenant, and reporting these violations to the city inspection agencies.

c. Strengthening the laws affecting houses for reasons of health and safety, by publicizing any inadequacy or ineffective enforcement of these laws and recommending better laws based on the experience of progressive cities.

d. Stimulating construction of a sufficient quantity of good low-rent housing to meet the needs of the community.

e. Guarding against future slums through cooperation with zoning and city planning agencies.

f. Encouraging socially efficient housing management by tenants, owners and agents.



McMILLAN RESERVOIR
PARK
RIVER
ANACOSTIA
U.S. NAVY YARD
ANACOSTIA
MASSACHUSETTS
NEW YORK
PENNSYLVANIA
CONSTITUTION
CANAL ST.
MARYLAND
THE MALL
WASHINGTON
ARMY WAR COLLEGE
CHANNEL
EAST
POTOMAC
PARK
TIDAL
BASIN
WEST
POTOMAC
PARK
PARKWAY
OAK HILL CEMETERY
THEODORE ROOSEVELT ISLAND
LITTLE
RIVER
ROSSLYN
SAINT
HOSPI
POTOMAC

INHABITED ALLEYS IN THE NATION'S CAPITAL

Black Areas Indicate Their Widespread Extent

Aware that the major housing problem is with the families on WPA and on relief who live in the worst housing, a home management and housing program in adult education was developed. The principals of three white schools and of three Negro schools in the worst sections of the city joined with the PTA's of their schools and the District of Columbia WPA Adult Education Division on this project.

A housing reader for adults learning to read and write was prepared under the guidance of this Association. Copies of this are now being used in some other cities.

WPA teachers were trained in the problems of home management in substandard housing so they could help their students.

In one of these white schools, 9 of 18 families applying for an ADA dwelling were accepted as tenants. The parents who were learning to read and write were attending the reading class on housing.

The Building Inspection Department has appointed a special inspector to follow up the complaints of legal violations made by the Association.

Children of the fifth and sixth grades of a public school have been checking their homes by the twelve basic needs of good housing under the guidance of the Association - Light, Air, Space, Privacy, Sanitation, Safety, Cleanliness, Quiet, Comforts, Conveniences, Play Space and Beauty.

Complaints from June 1, 1940 to June 30, 1941 -

Visits Made -	2874*
Properties Inspected -	1330
Violations Reported -	960
Abatements Reported -	517
Housekeeping Advice Given -	44

* includes reinspections.

"Roof leaks bad. Landlord says he can't do nothin' about it. But he wants his rent money reg'lar."

THE HOUSING CODE

Cities have grown faster than city inspection agencies. In the last 20 years the flight of population from the central areas to the suburbs has left behind the dregs of bad housing to be occupied by families of low income or on relief. City inspection departments have not caught up with the trend.

There are not enough inspectors in the District to cover new construction, reconditioning, and remodeling of old buildings and the violations that exist in this rapidly growing city.

"There ought to be a law" has been the inspiration for those housing regulations which have filtered into the health, building and zoning regulations of any city over the years. An emergency, a demonstrated need has provoked the law. In the absence of a housing code these rules and regulations have been placed in whatever agency they happened to drop. The result is they are scattered, are inadequate for the needs, and often cause the lowering instead of the raising of standards. Their enforcement falls to the lot of a number of officials not primarily concerned with the subject of housing.

A housing code is quite distinct from a building code, from a sanitary or health code, and from a zoning code. It has to do with houses as dwellings. It deals with such matters as light, sanitation, ventilation, room arrangement, space, privacy, maintenance, protection against fire, vermin, etc. in the interest of the occupants.

A building code has to do with buildings as buildings. It controls the use of materials, equipment, fire prevention, exits, etc., in the interest of structural safety.

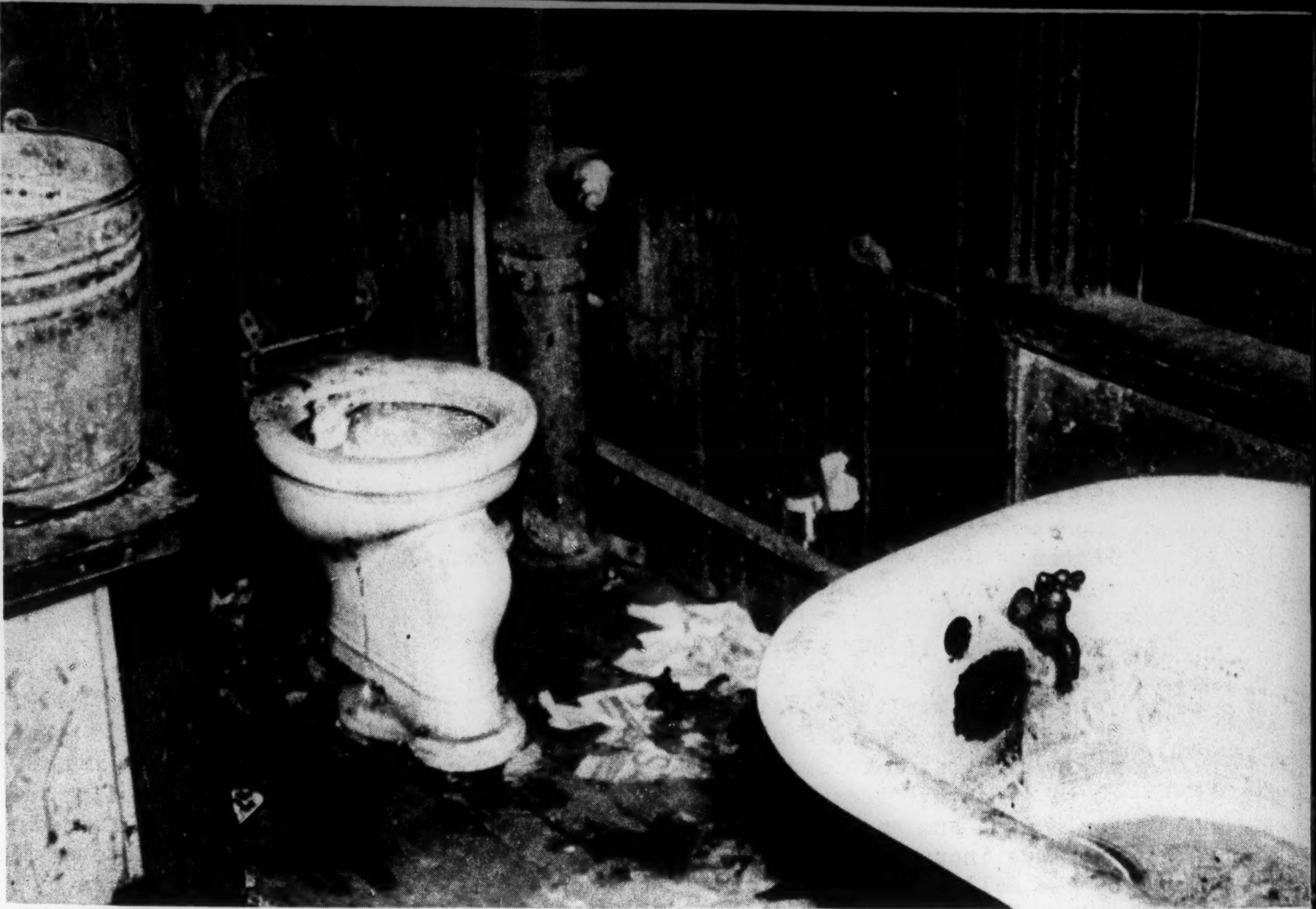
A health or sanitation code deals with insanitary conditions throughout the community from the standpoint of public health. It includes strict regulations on handling of foodstuffs, use of common towels, drinking cups, problems of stagnant water, etc.

A zoning code controls the development and use of private property by dividing the community into zones for each of which it specifies the permitted uses, proportion of lot that can be occupied, height of buildings, density and distribution of population, etc., in the interest of the city and its inhabitants.

From the above it can be seen that each supplements the other and there need be no conflict of responsibility or jurisdiction, since in each case the dwelling is the object of a different concern.

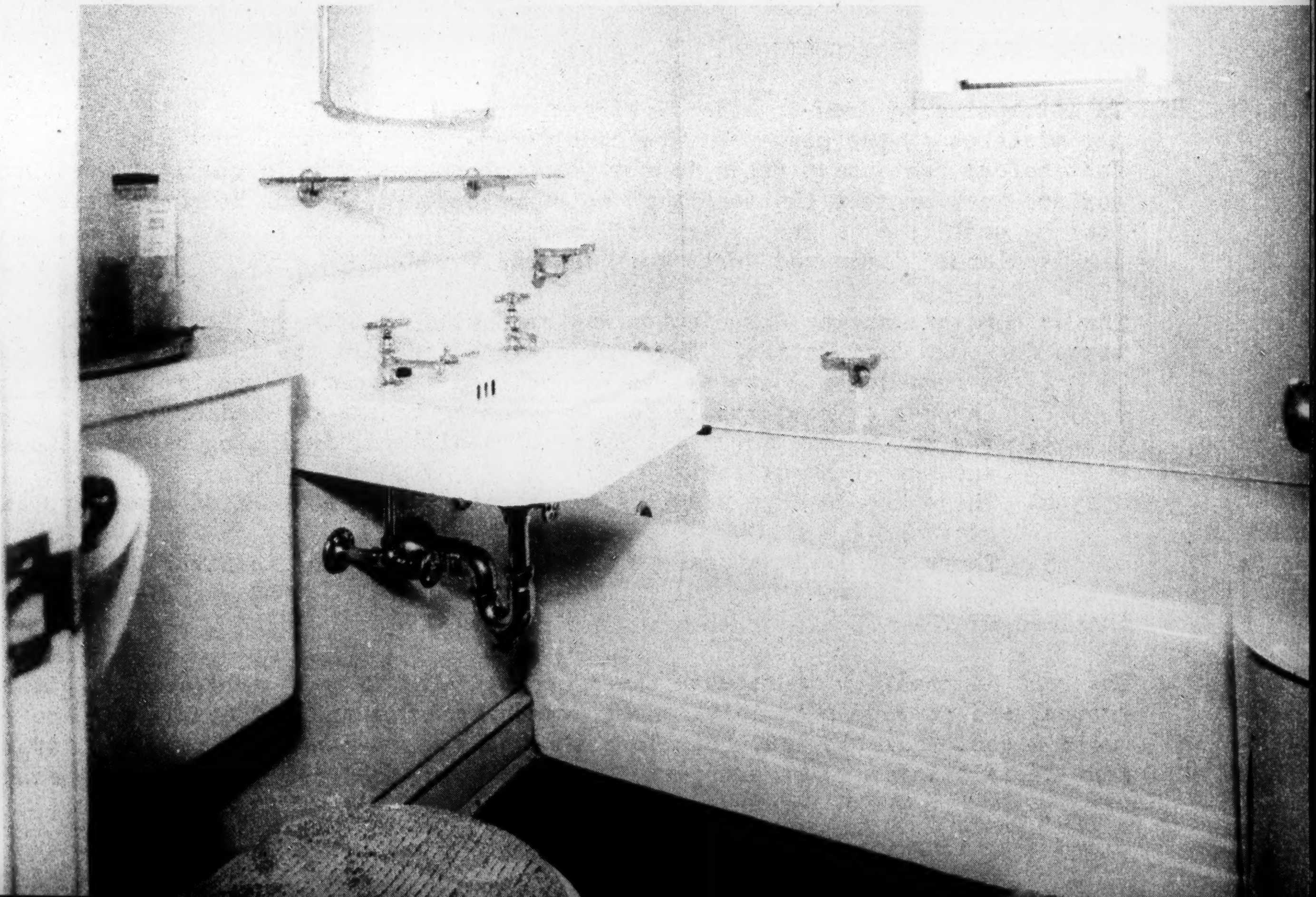
In response to the District Commissioners' Committee on Sanitation a housing code has been drawn up by the Washington Housing Association and has been submitted to an ever-widening circle for criticism and suggestions for improvement. It has these principal divisions - (1) provisions dealing with existing dwellings for which the highest practicable standards are set; (2) provisions for dwellings hereafter erected for which higher standards are set, since no investment has yet been made and no official sanction given. In this way as new buildings succeed old the standard for the community gradually improves; (3) provisions dealing with alterations and improvements of dwellings; (4) standards of maintenance; (5) provisions dealing with administration.

Next steps include: (1) coordinating the housing code with the recently enacted zoning code, and with the building and health codes which are being revised; and (2) agreeing upon the legal steps necessary for its enactment.



FROM THIS - dirty, unusable bathroom shared by five families - 14 persons - now occupying a former one-family house.

TO THIS - the same rent now provides a bathroom like this for each family in one of the Alley Dwelling Authority houses.



RENT CONTROL

WHY DO WE NEED RENT CONTROL?

Washington, with its steadily increasing number of Federal workers, is the number 1 defense area in the United States. With a population of under 700,000 in April 1940, the city now must house close to a million people. In an emergency rents are bound to skyrocket out of all proportion to the salaries of the workers. With the high rents come overcrowding, lack of sanitation, too much of the worker's salary spent on rent and not enough on food and clothing,- all hazards to health and safety. In the last few months alone rents in the District have increased 12%. Vacancies are practically non-existent. Two important things must be done to take care of the workers flocking into Washington - one, there must be more new construction, and two, available housing must be kept at a reasonable rental.

RENT CONTROL IN THE LAST WAR

In the last war the housing shortage was felt more keenly in the District of Columbia than anywhere else in the country. However not until May 1918 was any action taken to curb rents. The Saulsbury Resolution, then passed, failed to be effective because it did not control the rents for new construction or for houses and apartments which became vacant, and were subsequently rented at enormous increases. This Resolution was followed after the war in October 1919 by the Ball Rent Law, which tried to control the rental of new buildings by deciding the value of any property and allowing a 6 to 10% profit as a fair rental. This legislation was bogged down by property owners and agents questioning the Commission's evaluation of property, and bringing up interminably long law suits. The constitutionality of the law was also questioned, but it was declared to be constitutional in a Supreme Court decision in 1921, on the grounds that it was an emergency measure.

OBJECTIVES OF RENT CONTROL

In attempting to draw up effective rent control legislation in this emergency, the mistakes of the past war were considered. Rent Control must go into effect before rents have risen to the point where they did in the last war. Rent control must protect the tenant in an overcrowded city from being exploited so that he must live in unsanitary and overcrowded conditions. At the same time the landlords' increased costs must be considered.

The Washington Housing Association was requested to draw up the proper objectives for rent legislation. These objectives included the following;

1. A normal rent date should be declared and rents frozen as of this date.
2. Changes of rent should be requested by tenant or landlord.
3. The act should cover all types of dwellings, including boarding houses and new construction.
4. There should be a single administrator, with a board of examiners and staff.
5. There should be appeal to the Municipal Court of theDistrict of Columbia.

ANALYSIS OF THE ACT

The rent control law represents the cooperative efforts of real estate, citizens groups, and housing officials. Congressman Randolph and his committee have produced a good workable law, fair to both landlord and tenant. It is the first rent legislation in this emergency, and may be a model law for the whole country.

"Growing chicks need comfortable homes that are dry and roomy with plenty of fresh air and sunlight. It never pays to overcrowd them." -

- Bureau of Animal Husbandry,
United States Department of Agriculture.

OVER-CROWDING IS A CAPITOL CRIME

It freezes rents as of January 1, 1941. It provides for an administrator appointed by the D.C. Commissioners, a resident of the District for three years. It provides for review of cases by the Municipal Court of the District of Columbia upon petition by landlord or tenant. It provides penalties for violations of the act. It will remain in effect until December 31, 1945.

Tenants may petition the administrator for a lower rent if services are reduced, or if their rent has been raised or is higher than the market rent for comparable housing.

Landlords may petition for higher rents due to increased taxes or operating costs. They may reduce the service rendered if this is done in good faith and with valid business reasons. Likewise they may recover use of their property for personal use, or to sell or remodel it. But no landlord may remove a tenant who takes action against rent increases.

To prevent rent increases or overcrowding resulting in rent increases in rooming houses, ("a house in which living quarters are rented by the householder to more than 2 persons"), licenses without a fee may be required. Service rates for hotels and rooming houses are set at the January 1 rate, but if rooms were vacant on that date, the rate will be fixed by the administrator at the preceding day on which they were occupied.

AMENDMENT TO THE ACT

This allows any tenant to petition the administrator to adjust the maximum rent ceiling applicable to his housing accommodations on the ground that the ceiling permits the landlord to charge an unduly high rent. The administrator may adjust the maximum rent ceiling to provide a fair and reasonable rent.

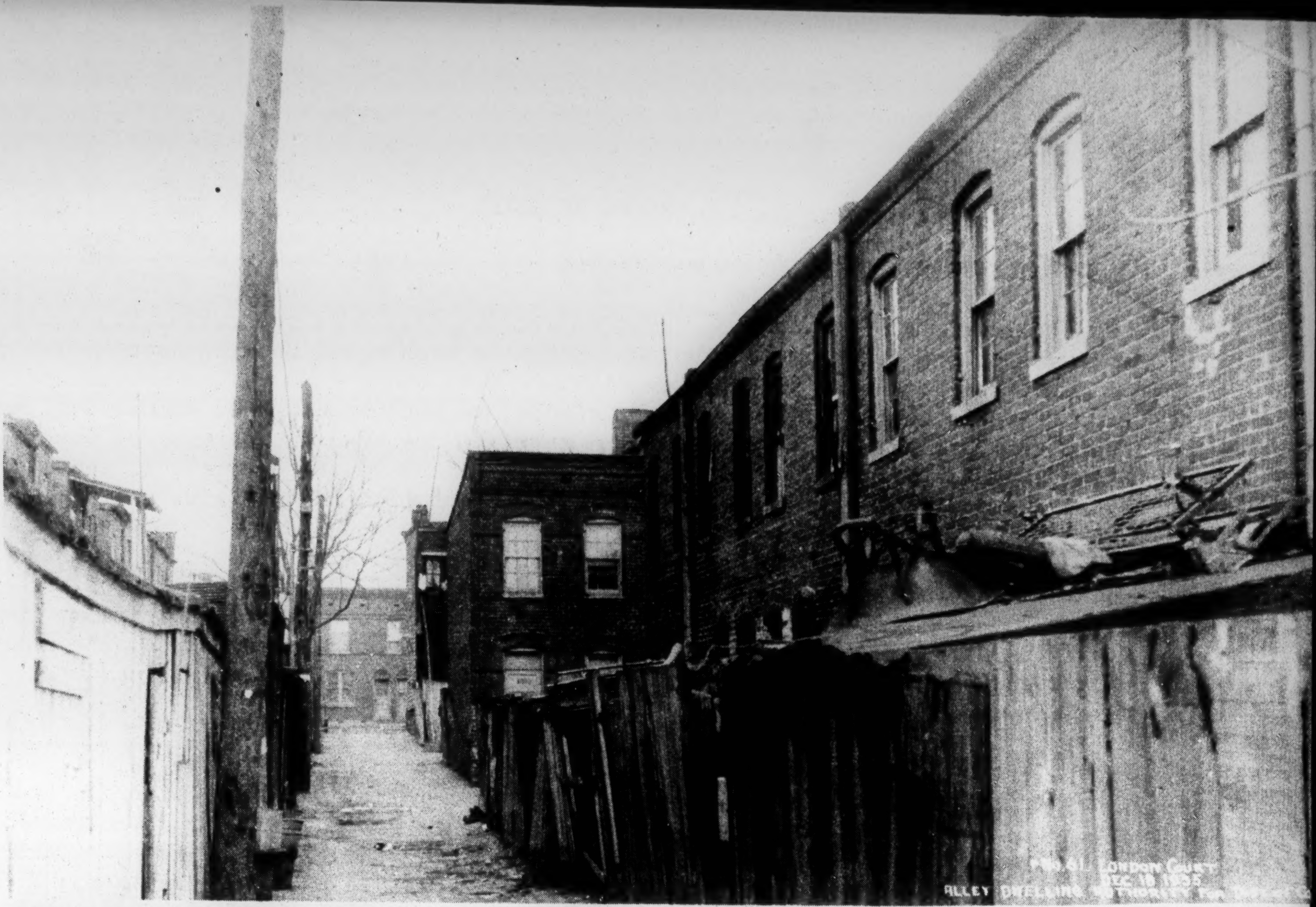
There was strenuous objection to the amendment in original form on the ground that it would bring up the question of investment value of property, and produce the complicated procedures which so hindered the Rent Commission in the last war. It was then modified as above. The purpose of the amendment was clarified before the Senate as follows:

"It is intended to give relief in the case of some rentals which, even on January 1, 1941 already were higher than those generally prevailing for comparable housing accommodations.

"In the light of the purposes of the act, rentals of housing accommodations are not to be determined under the cumbersome and almost endless procedure of determining public utility rates for service, based upon proofs of original cost, investment value, cost of reproduction less depreciation, or any other complicated rate base.

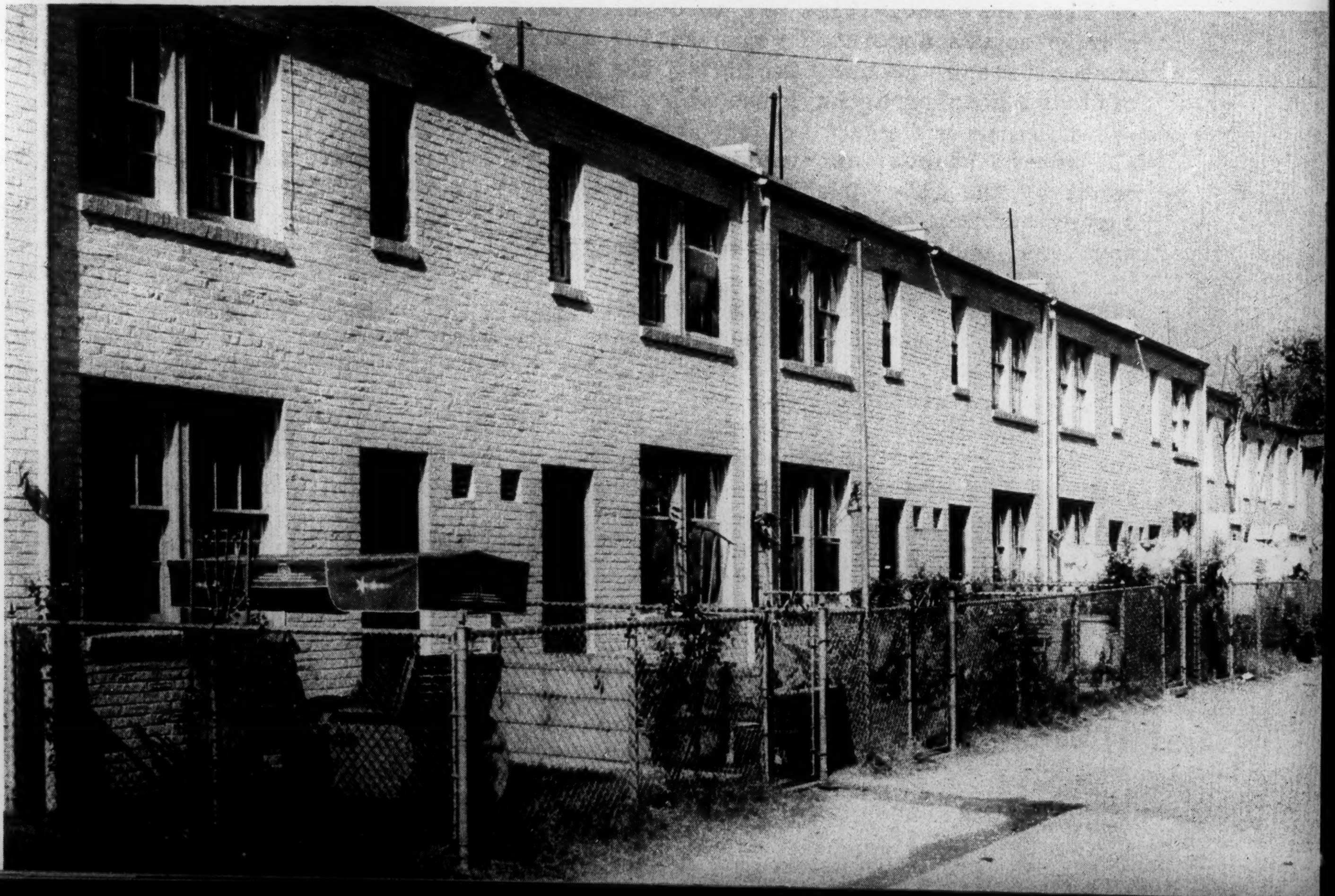
"It is intended that there be a readily ascertainable standard of rentals determined by those generally prevailing for comparable housing accommodations. It also is recognized that although there may have been some unfair and unreasonable variations from this standard in individual cases as of January 1, 1941, the generally prevailing standards of rental at that time had not yet been substantially distorted.

"All rentals of housing accommodations in the District will remain subject to adjustment to compensate for such readily ascertainable items as substantial changes, up or down, in taxes, maintenance or operating cost or expenses; substantial capital improvements and alterations; and changes in the character or amount of services supplied by the landlord."


No. 611 London Court
Dec 18 1935
Alley Dwelling Authority for

REAR VIEW OF LONDON COURT
One of the Worst Alleys in Washington, before it was transformed into
HOPKINS PLACE, 12, 13 and L Streets, S.E.

RENTS ARE ABOUT THE SAME, and cover 3 per cent interest and costs.



ROOMS REGISTRY

SERIOUS HOUSING SITUATION IN WASHINGTON

The seriousness of the housing problem and the citizen's responsibility were brought to the attention of the public by the Washington Housing Association at its annual meeting in December, 1940.

"Housing is the very basis of defense, as much so as guns, ammunition, and soldiers," said Mrs. Roosevelt at the meeting, "because the defense of the nation lies in having a way of life that each and every person feels is worth defending; and housing is a very important part of that way of life."

To meet the immediate challenge, the Association had already studied what was done in the last war, learned of the overcrowding of houses, the lack of sanitation, the tragic epidemic which followed, the overcrowding of hospitals, the building of government hotels for women, the rent control commission, the housing registry, and all the measures that were taken after the crisis was upon the city.

They learned that citizens' associations tried to help, but needed guidance. They brought these facts to the attention of the Alley Dwelling Authority and called a meeting of the A.D.A., the Y.W.C.A., the Defense Housing Coordinator, the Civil Service Personnel Office, the Board of Trade, the Real Estate Board, and others. This group set to work, first, to provide a housing registry; second, to get information of the supply and demand; and third, to study rent control measures.

D.C. DEFENSE COUNCIL SETS UP HOUSING REGISTRY

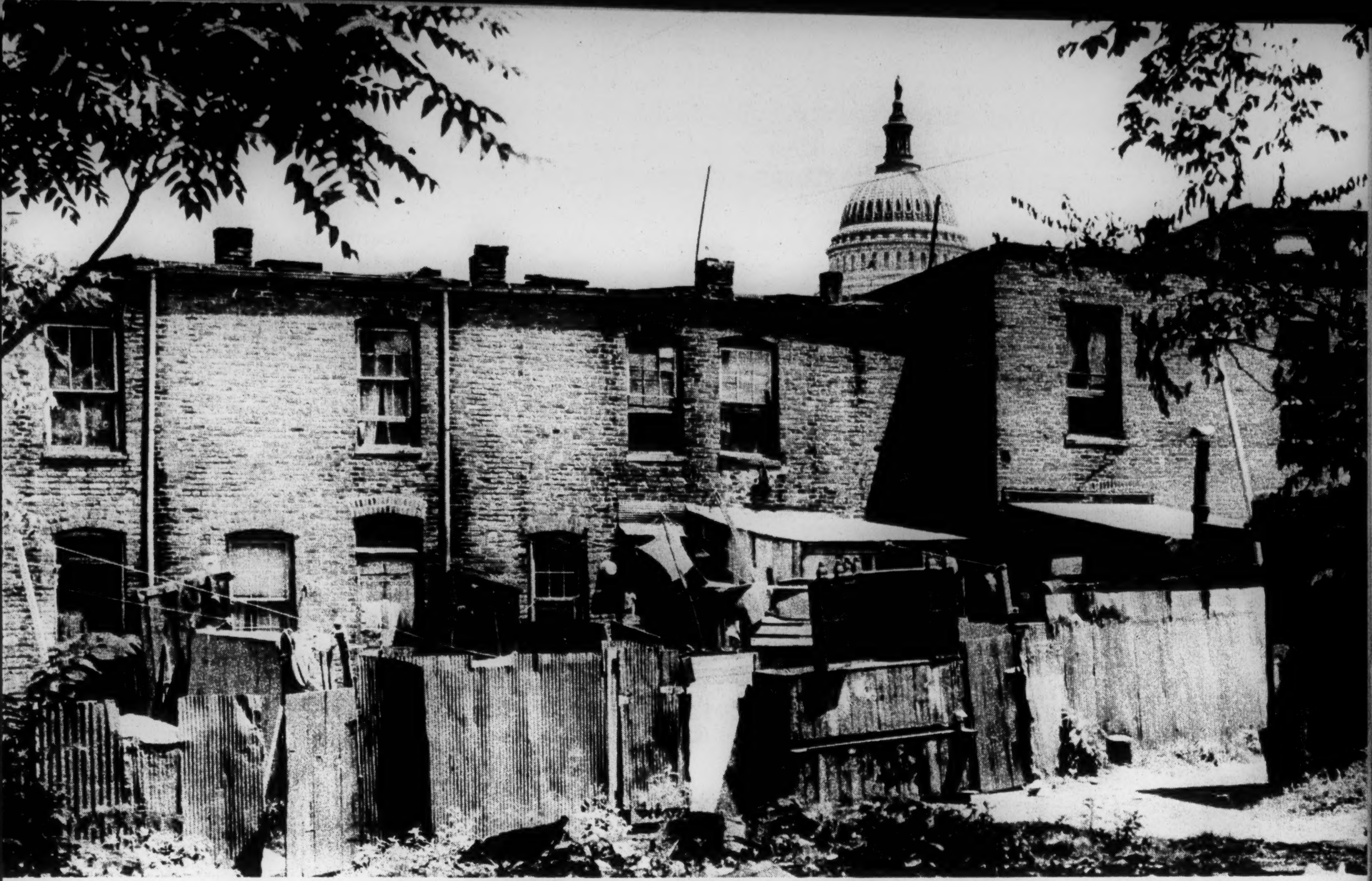
The District of Columbia Defense Council was set up in December 1940, and one of its first activities was to develop this housing registry plan. A housing committee was appointed representing a cross-section of business interests and some citizens' groups, including the Washington Housing Association and the official housing agency, the Alley Dwelling Authority.

All vacant houses, apartments and rooms are being inspected, houses and apartments by the Alley Dwelling Authority, rooms by the Housing Association. A supervisor was selected to train and supervise the volunteer rooming house inspectors, under the direction of the Association.

Fifteen women's organizations were invited to volunteer their services by contributing 30 hours a week each in inspection, clerical work, or motor service. Soon 125 women, responsible to their own organization chairman, were in training, and are continuing the work to date.

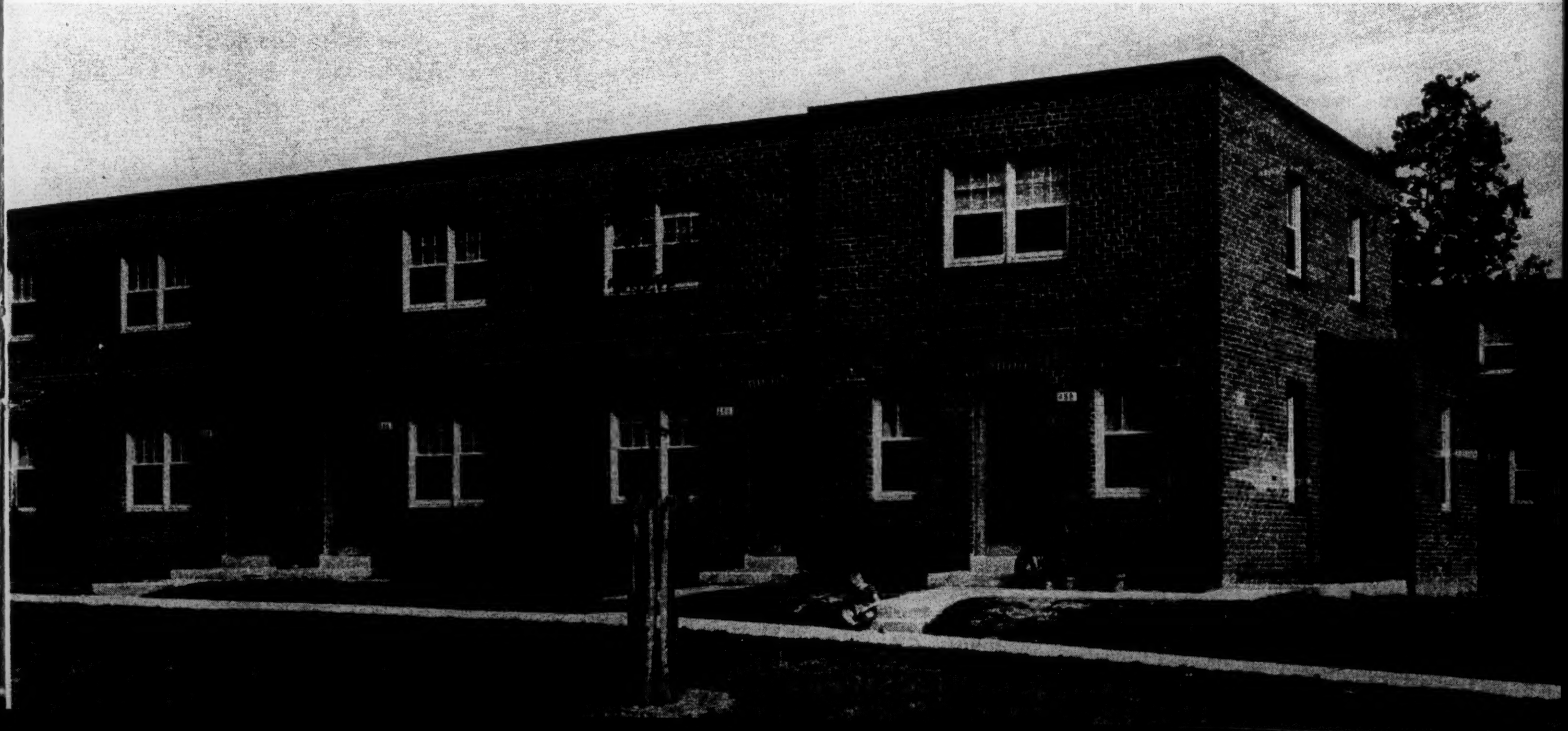
The Housing Registry was opened March 15,1941 with WPA clerical labor. By June about 2500 rooms which met minimum standards had been inspected and listed. At present the number of inspected rooms available is about 4500. Rents run from $15 for a small single room in rooming houses to $30 and up for room and private bath in private homes. Double room rents range from $25 to $40, depending on services. Full information is given to the applicants so they can make a choice.

However there is not an adequate supply of houses and apartments, available at a price families can pay. This is particularly true of houses for Negroes.



Without People There Can Be No Nation
Without Families There Can Be No People
Without Housing There Can Be No Families
Without The Nation's Help There Can Be
No Housing For One-Third of the People.

ELLEN WILSON DWELLINGS - named in memory of the first Mrs. Woodrow Wilson, they occupy the site of what was once the city's largest alley, Navy Place near the Navy Yard. In place of 70 dilapidated houses and 4 stores, there are now 218 houses and apartments occupied by white families of low income.



LANDLORD AND TENANT COURT

A study of the Landlord and Tenant Branch of the Municipal Court was made in 1939 by the Association because tenants complained to the field worker that they were being charged every month from $3 to $6 more than their rent. They were being summoned to court regularly although they continued to live in the dwellings, some as long as ten years.

The study revealed there was an average of 200 cases a day heard in the court in less than an hour, a mere roll-call. No attempt was being made to inquire into the causes of this rent delinquency. Only one out of 200 cases was actually evicted. Most suits were for the current month's rent.

The tenants appearing in court in one month were studied. Over 90% were found to be repeaters; 60% were chronic cases, being sued 6 or more times a year; and 50% of them were known to the social agencies.

If justice was to be meted out to these defendants it appeared that-(1) more time should be given by the judge to the cases; (2) inquiry should be made into the causes of chronic delinquency coupled with continued tenancy; (3) landlords should use the courts less as a collection agency, and more as the court was intended to be used.

The Association recommended to the Municipal Court judges certain changes to simplify the court procedure. On their request these were embodied in new regulations which with some minor changes were accepted by the judges.

In conference with the judges it was agreed that these defendants were more in need of social aid than legal aid. A valuable addition to the court would be a social consultant to whom the judge could refer special cases needing social aid.

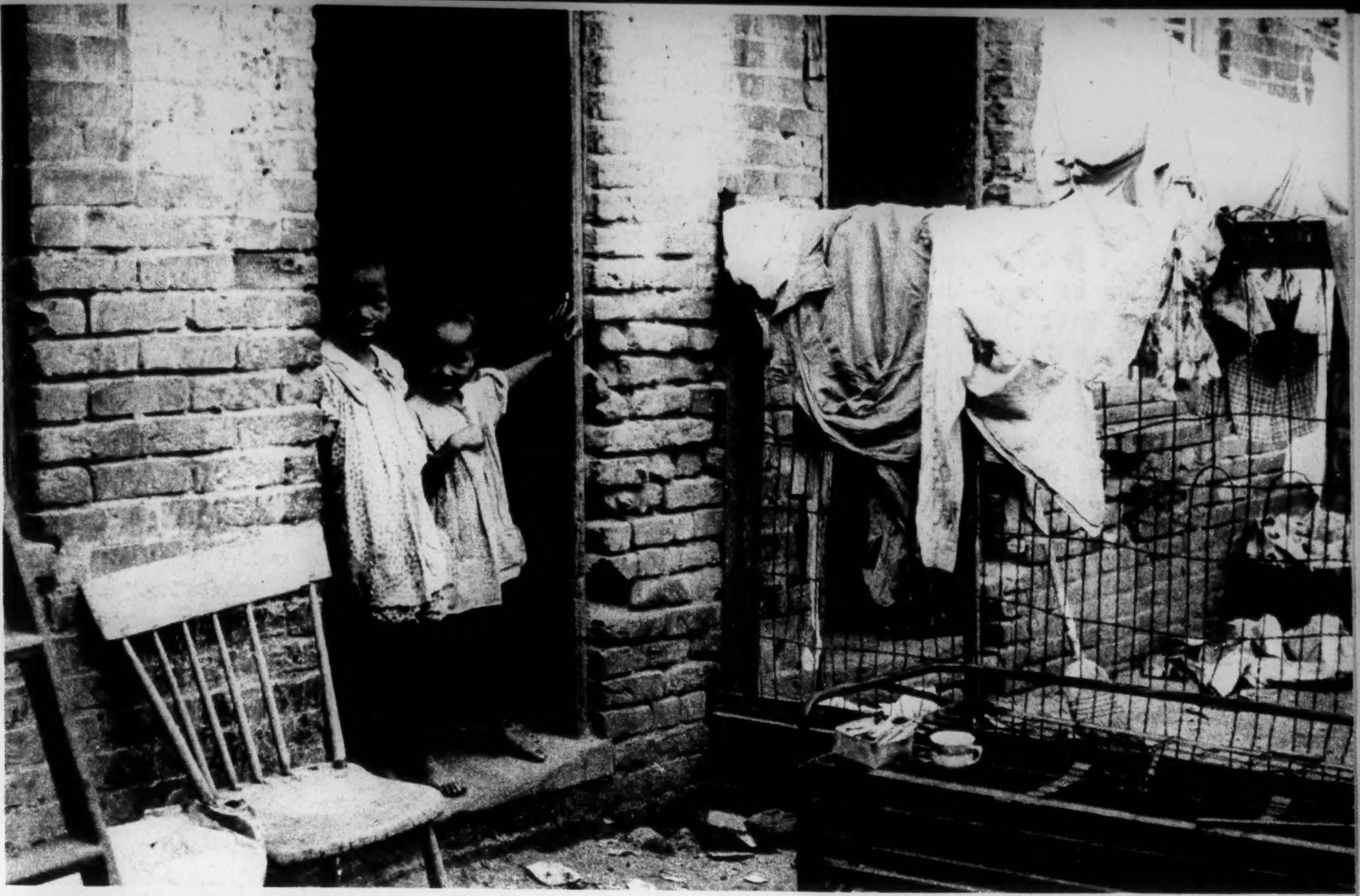
It was decided to make a demonstration for one month, to determine the need and procedure, and whether the service should be financed from private or public funds.

This demonstration was aided by the Council of Social Agencies with a small fund from the Community Chest. An advisory committee assisted, made up of representatives of social, civic, legal and financial groups. The conclusion was that this was definitely a much needed service, which should be set up on a permanent basis and financed from public funds.

A conference of the judges of the Municipal Court, the District of Columbia Real Estate Board, members of the Board of Directors of the Washington Housing Association, and friends, including the District of Columbia League of Women Voters, resulted in a fund being provided to carry on the work for seven months by which time, it was expected, the service would be provided by the Board of Public Welfare. This work has now been accepted as a public service, by the Board of Public Welfare and an Advisory Committee has been appointed.

There is being developed a better relation between landlord and tenant as a result of better understanding. Excessive court costs have been reduced to a minimum. The informal procedure has benefited those tenants who felt that they had a defense.

NOTE: - A full report of the results of this study is being prepared for distribution.

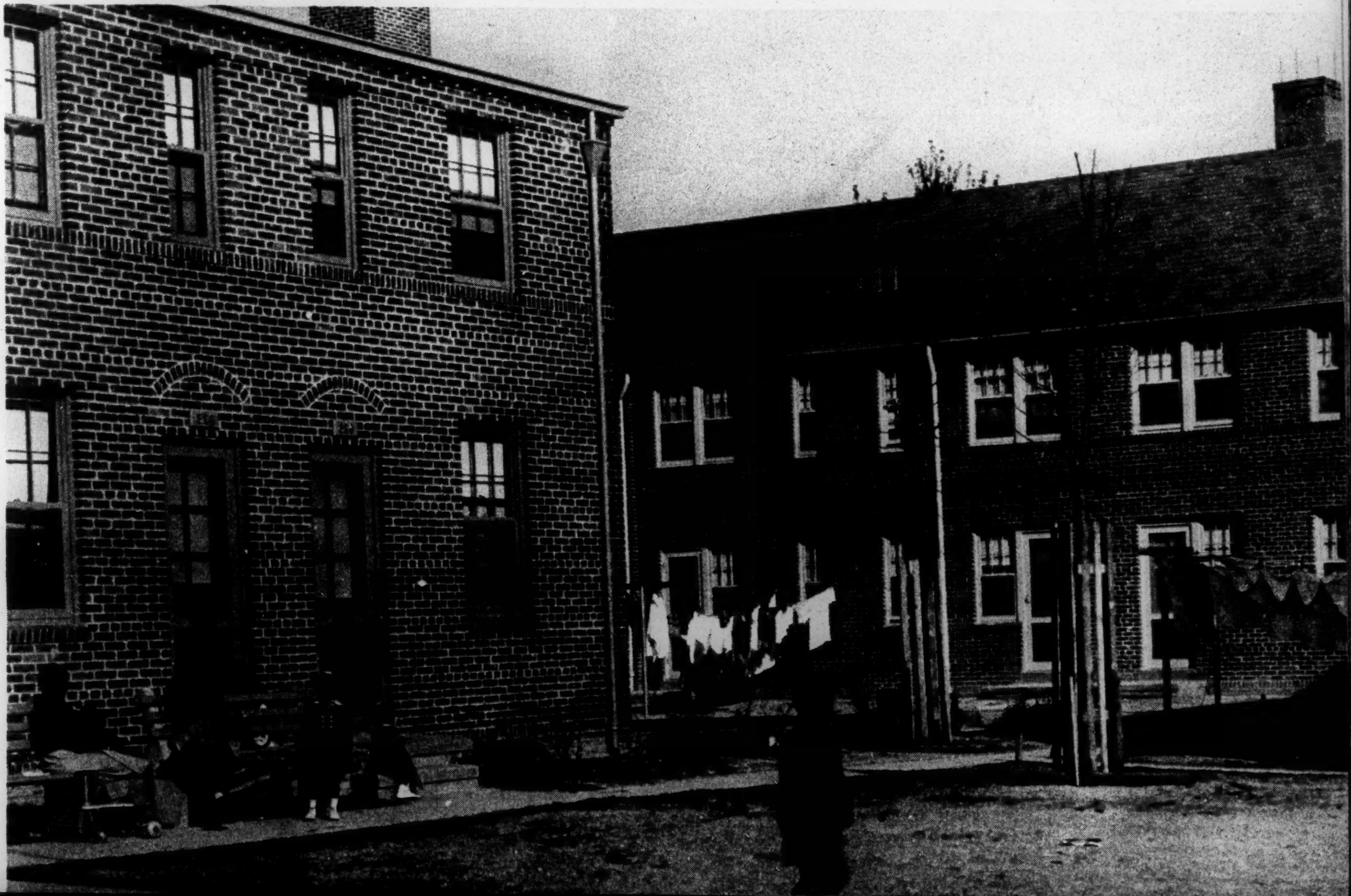


BEFORE WE MOVED -

This is the way we wash our clothes,
So early on Monday morning.

AFTER WE MOVED -

Carrollsburg Dwellings, 4th and L Streets, Southeast, house 314 Negro Families.



FIRE CONTROL

The frequency of fires in substandard housing and in rooming houses has been of major concern to the Association. Cooperation with the Commissioners, the Building Congress and the House District Committee has resulted in the preparation of new legislation which will discard the obsolete features of the old law passed 35 years ago and enable the Commissioners to set up new regulations that are up to date.

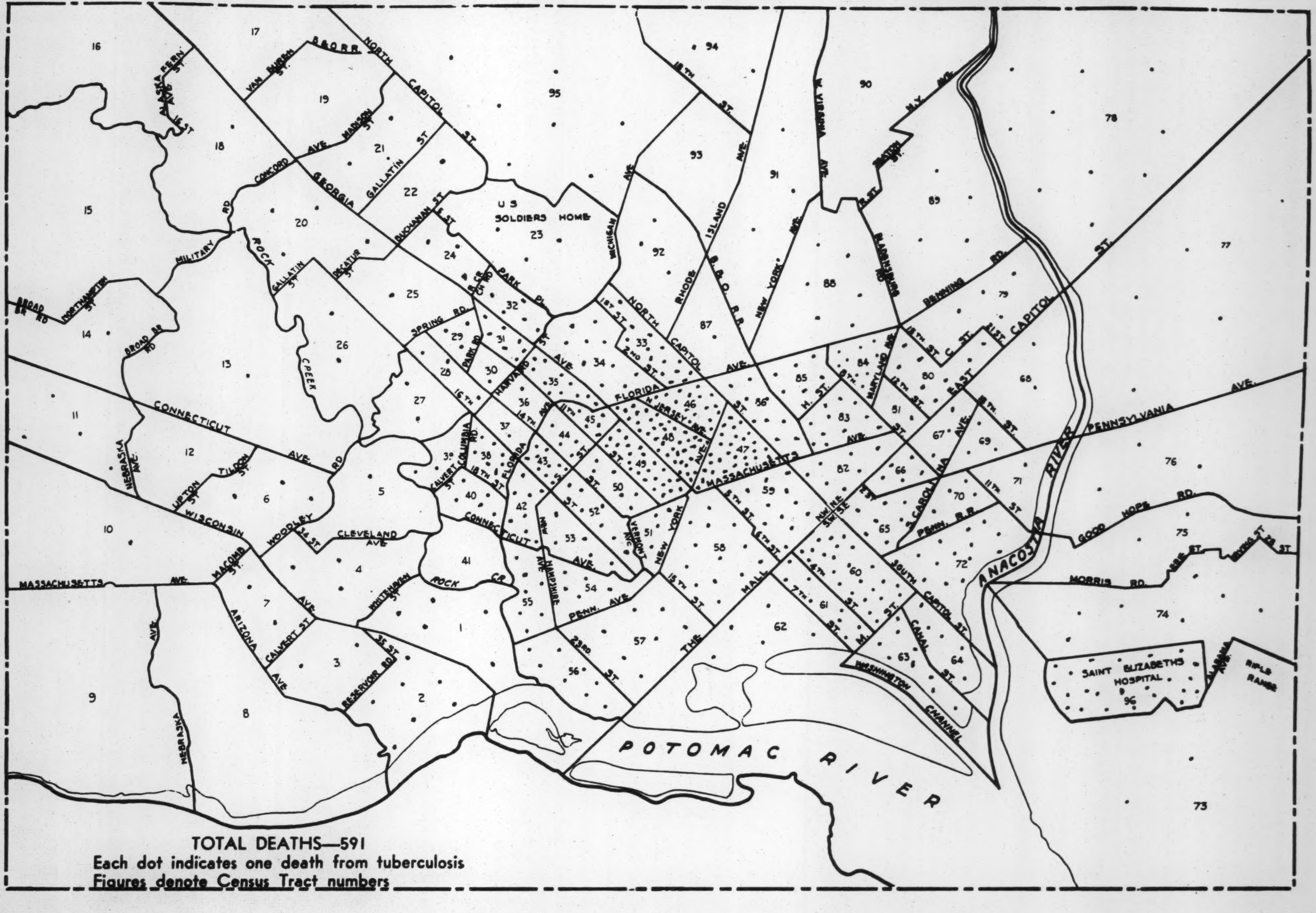
It specifically authorizes them to require such devices as fire escapes or proper means of egress, along with exit lights, fire extinguishers, etc., in all larger buildings not private dwellings of a specified size and height.

An important provision of the law will give the Commissioners authority to put fire escapes or other equipment on buildings where the owner refuses to do so; and to assess the cost against the property. Any person violating any provision of the law will be subject to a fine of not less than $10 or more than $100 per day for every day such violation exists.

With the population growing at a rapid rate it is important that the District be given the six new inspectors requested by the Department of Inspection. At present, there is a force of one chief and three inspectors to cover all violations.

THE WALLS BACK OF THE STOVE ARE CHARRED -
A FIRE HAZARD
Most of the fires in the District are in old dilapidated houses.

Deaths from Tuberculosis in the District of Columbia, 1940


POTOMAC RIVER
ANACOSTIA RIVER
WASHINGTON CHANNEL
SAINT ELIZABETHS HOSPITAL
U S SOLDIERS HOME
RIFLE RANGE
CONNECTICUT AVE.
MASSACHUSETTS AVE.
PENNSYLVANIA AVE.
NEW YORK AVE.
WISCONSIN AVE.
NEBRASKA AVE.
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MICHIGAN AVE.
W. VIRGINIA AVE.
BLADENSBURG RD.
BENNING RD.
MARYLAND AVE.
GOOD HOPE RD.
MORRIS RD.
ROCK CREEK
MILITARY RD.
B. & O. R.R.
THE MALL
CANAL ST.
PENN. R.R.
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VERMONT AVE.
CLEVELAND AVE.
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PARK PL.
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CONCORD AVE.
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DECATUR ST.
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ALASKA AVE.
FERN ST.
BROAD BR. RD.
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18TH ST.
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5TH ST.
15TH ST.
23RD ST.
12TH ST.
8TH ST.
N.J. AVE.
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TOTAL DEATHS—591
Each dot indicates one death from tuberculosis
Figures denote Census Tract numbers

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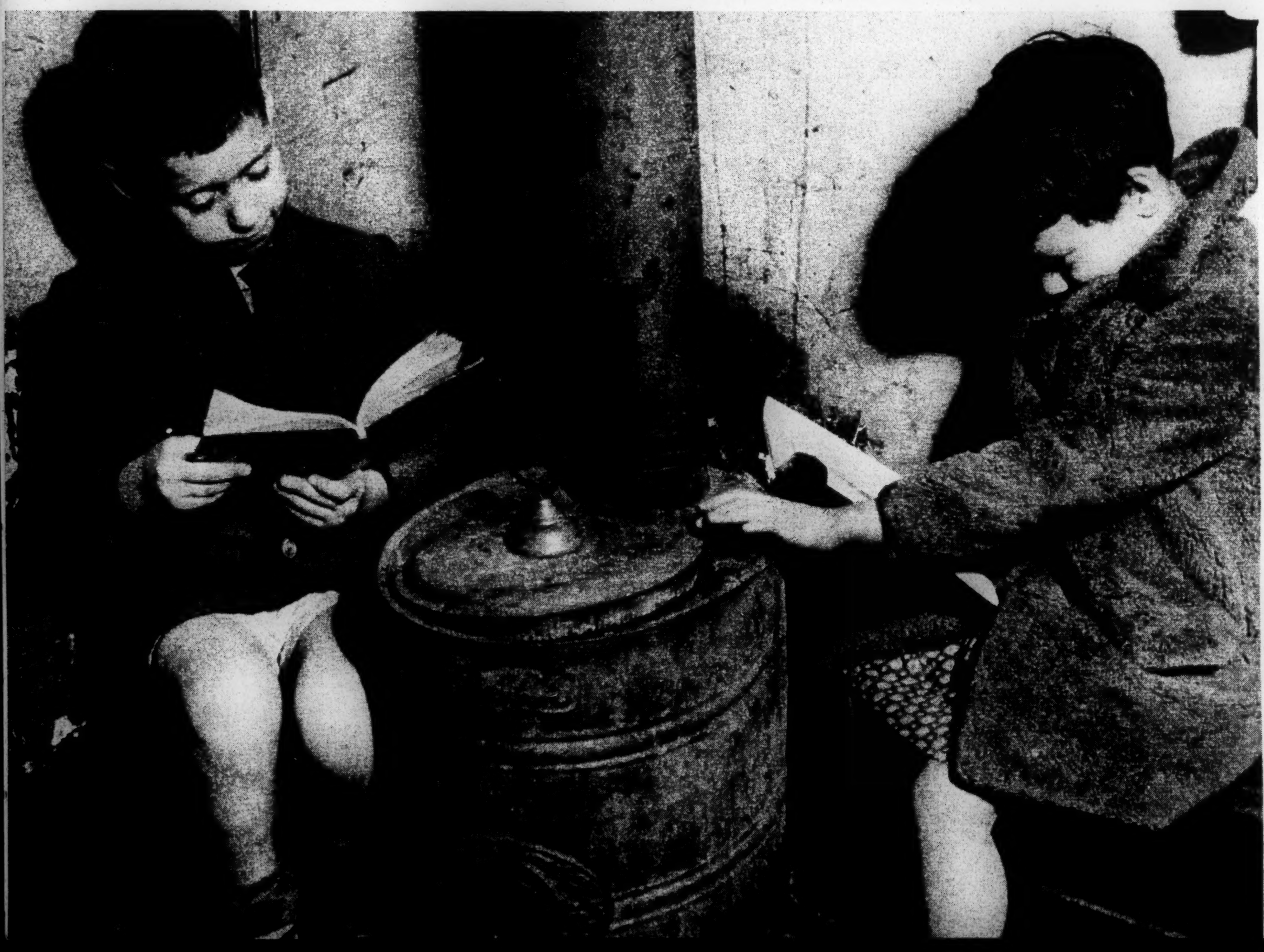

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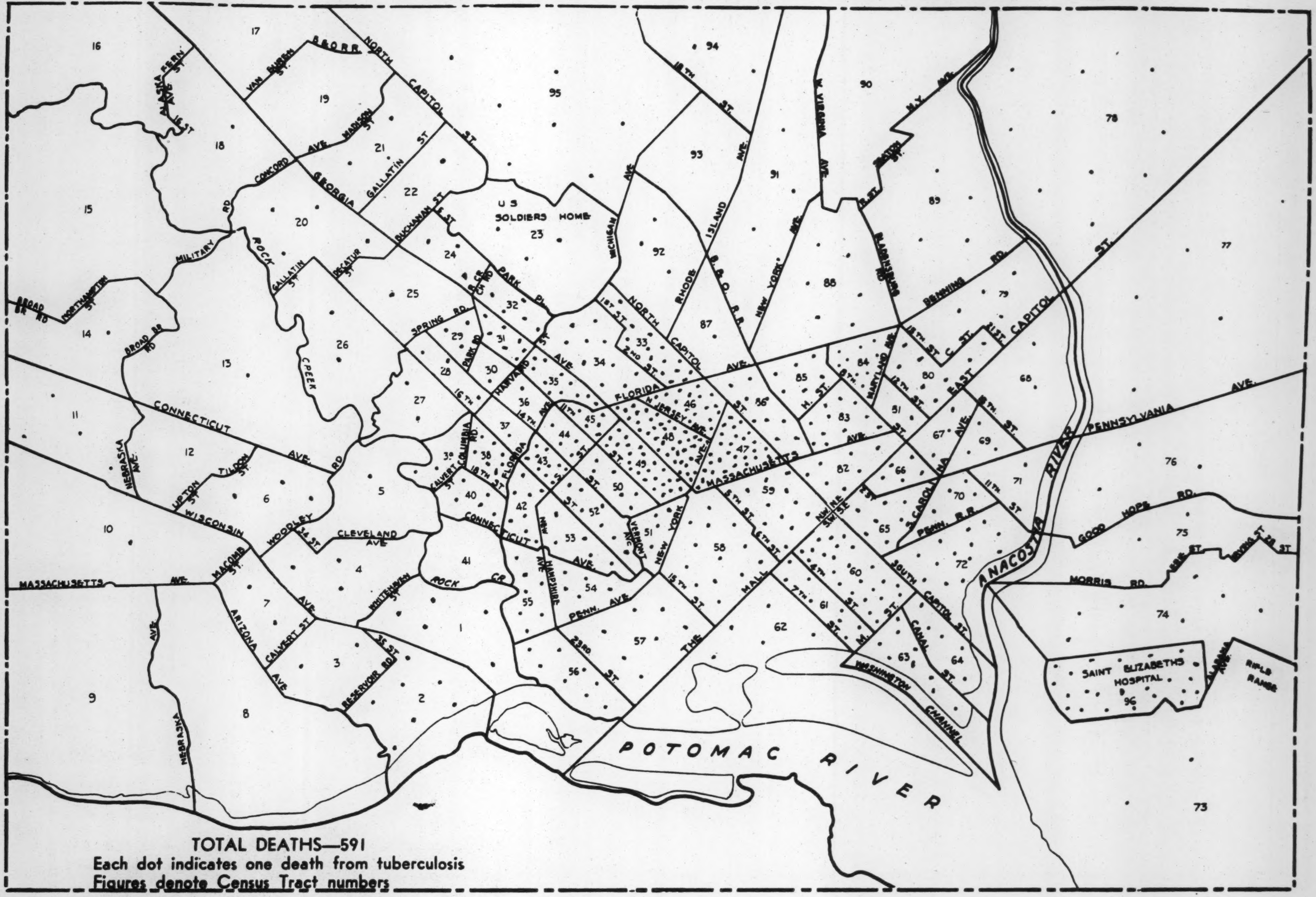
POTOMAC RIVER
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FERN ST.
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THE ALLEY DWELLING AUTHORITY

WHAT IT IS .... WHAT IT DOES

What is the Alley Dwelling Authority?

The Alley Dwelling Authority (ADA) is an agency of the Federal Government which serves as the public housing agency for the District of Columbia.

What is its objective?

To reclaim the slums of Washington and to assure an adequate supply of good housing for families of low income; and to accomplish these ends at the lowest possible net cost.

Is this an invasion of the field of private enterprise?

No. The work of the Authority begins where private enterprise stops. Its program supplements that of private capital in the creation of an adequate supply of housing. Also, private enterprise seldom finds it practicable or profitable to acquire and reclaim slum areas.

When and how was the ADA established?

In 1934, through an Act of Congress (the District of Columbia Alley Dwelling Act.

The Beautiful Trees Preserved -
The Rotten Slums Are Gone Forever.

Kelly Miller Dwellings at 4th and V Streets, Northwest, House 169 Negro Families

FREDERICK DOUGLASS DWELLINGS - A MODERN DESIGN SUGGESTIVE OF CALIFORNIA

Wide Open Spaces Atop a Hill in the Southeast in Anacostia

An Ideal Neighborhood for 313 Fortunate Families

Why is the Alley Dwelling Authority so named?

The characteristic slums of Washington in the past were the inhabited alleys. These acquired so evil a reputation that they became a byword, and all efforts to improve bad housing used "alley dwelling" as a synonym. So when the Alley Dwelling Act was drafted it was directed primarily at squares containing inhabited alleys and was named accordingly. The Authority's title follows that of the Act.

Is the ADA's work confined to reclaiming the alley slums?

No; in 1938, Congress extensively amended the Alley Dwelling Act. The ADA was authorized by these amendments to acquire sites for housing in the District elsewhere than in squares containing inhabited alleys; and also to borrow funds from the United States Housing Authority for the development of housing properties. These amendments give the ADA the powers possessed by local housing authorities in other cities.

WASHINGTON RE-HOUSED

This map shows operations of the Alley Dwelling Authority from 1934-1941.

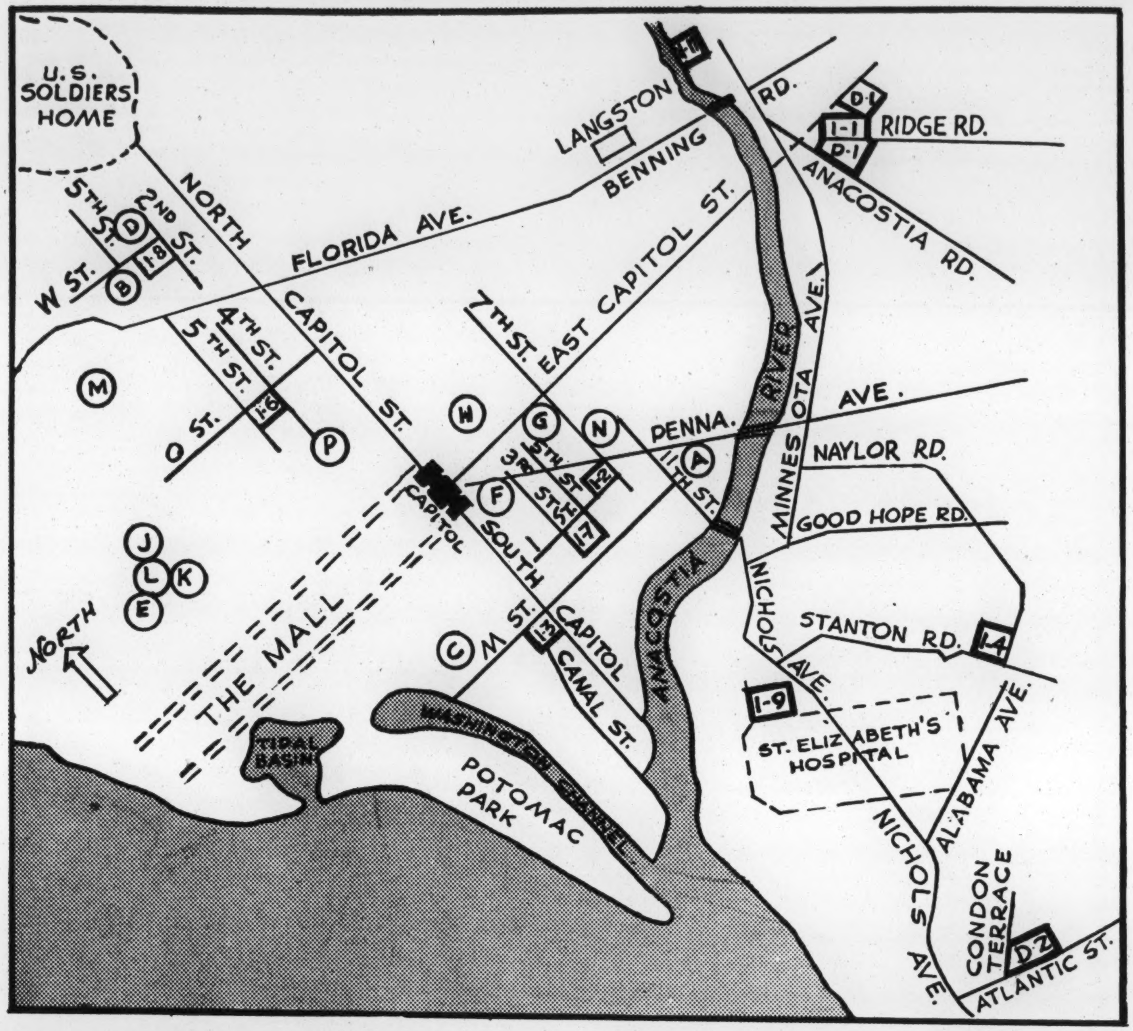
Defense housing; D-1, Stoddert Dwellings; D-2, highland Dwellings.

Other new housing; A, Hopkins Place; B, V Street houses; C, Jefferson Terrace; D, Williston Apartments; E, St. Mary's Court; 1-1, Fort Dupont; 1-2, Ellen Wilson; 1-3, James Creek; 1-4, Frederick Douglass; 1-6, Kings Court project; 1-7, Carrollsburg; 1-8, Kelly Miller; 1-9, Barry Farm; 1-11, Parkside.

Non-residential (cleared and redeveloped); F, Rupperts Court (now a repair shop); G, Browns Court (now garages); H, Douglas Court (now garages); Stanton Court (now garages); K, O'Briens Court (now parking lot).

Cleared and sold; L, Bissel's Court; M, Valley Street.

Cleared and held for future use; N, Oddfellows Court; P, Burdens Court.


U.S. SOLDIERS HOME
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LANGSTON
BENNING RD.
D-1
1-1
P-1
RIDGE RD.
ANACOSTIA RD.
5TH ST.
2ND ST.
D
1-8
B
W ST.
NORTH CAPITOL ST.
FLORIDA AVE.
EAST CAPITOL ST.
7TH ST.
4TH ST.
5TH ST.
1-6
O ST.
M
P
H
G
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PENNA. AVE.
A
11TH ST.
RIVER
MINNESOTA AVE.
NAYLOR RD.
GOOD HOPE RD.
F
3RD ST.
5TH ST.
1-2
1-7
CAPITOL
SOUTH CAPITOL
J
L
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E
NORTH
THE MALL
C
M ST.
1-3
CANAL ST.
ANACOSTIA
STANTON RD.
1-4
NICHOLS AVE.
1-9
ST. ELIZABETH'S HOSPITAL
ALABAMA AVE.
TIDAL BASIN
WASHINGTON CHANNEL
POTOMAC PARK
CONDON TERRACE
D-2
ATLANTIC ST.

"The Alley Dwelling Authority is the pioneer public housing agency in the United States. Its beginnings were small - it had only $500,000 with which to start. Its operations were confined to squares that contained inhabited alleys. Since those days of small beginnings interest in public housing has become Nation-wide and as a result much larger funds have become available. The present immediate program of the Authority will require nearly $20,000,000.

"Getting rid of all the slums and substandard dwellings of Washington and assuring an adequate supply of good low-rental housing is something that cannot be done overnight. The Authority's new houses are designed, and financed, to last from 35 years for defense housing to 60 years for normal housing. Many of the old slum houses it is demolshing have lasted longer. So the Authority thinks in terms of 60 years."

- John Ihlder, Executive Officer,
Alley Dwelling Authority.

Under the amended Act, can the ADA buy vacant land?

Yes; for the construction of low-rent housing. The ADA buys vacant sites to relieve overcrowding in the poorer sections of the city, and to compensate for unfit dwellings demolished by the ADA and by other agencies of government.

What has the ADA done since its establishment?

Between 1934 and 1938, with a capital of $865,000, the ADA reclaimed 14 squares, containing inhabited alleys. In five of these squares, the ADA provided 112 dwellings; in five other squares, which were not adapted to housing, the ADA provided various uses of service to the community -- three groups of garages, a parking lot, a repair shop. The other sites were cleared and sold by the ADA; and two others are being held for future development.

In 1938, the U.S. Housing Authority earmarked $15,000,000 for low-rent housing projects in the District of Columbia. All of this has been spent or committed by the ADA. With the funds borrowed from USHA, the ADA has built 529 dwellings for white tenants, and 796 for Negro families; seventy-seven additional dwellings will be provided for white families and 1,421 for Negroes, in projects which now are in various stages of planning and site acquisition. The ADA also manages, under lease from USHA, a PWA housing property, Langston, where 274 Negro families live.

Why are so many built for Negroes as compared with those for white families?

Because Negroes constitute the predominant group among the badly houses low-income families in Washington. Demolition of unfit dwellings by the ADA and other agencies displace several times as many Negro families as white.

Is the ADA building for national defense workers?

As agent of the Federal Works Administrator, the ADA is building and will manage 550 houses for national defense workers, and will also manage 250 additional defense dwellings which are being built by USHA.

What rents are charged by ADA?

The lowest ($9.00 a month) and highest ($39.50 per month) rents charged by the ADA occur in the properties financed by USHA. These rents are based on capital and operating costs. Through use of the USHA subsidy, they are graded down from economic rents in accordance with the incomes of the tenants. Hence, a tenant with a $600 income would pay the lowest rent -- one with an $1800 income the highest rent -- for identical dwellings. The difference between an economic rent -- which repays all costs but does not include a profit -- and the amount a tenant should budget for rent from his income is met by the subsidy.

As a tenant's income increases, the amount of subsidy required diminishes. A reserve fund provides for decreases of tenant incomes exceeding increases. No tenant pays more than an economic rent; but when tenants' incomes are such that they can be housed properly by private enterprise, they are expected to move. The housing constructed by ADA prior to the USHA-aided program has no subsidy, so rents in all these instances are on the economic level. They range from $13.55 for a reconditioned house to $37.50 for a four-room and bath apartment.

AIRVIEW OF
HIGHLANDS

One of the best designed neighborhoods. Built on a plateau, it preserves the privacy and beauty of open spaces.

Housing for 350 defense workers' families which the Alley Dwelling Authority is constructing and managing for the Federal Works Administration.

RODENT CONTROL

Two years ago the Association began working with various social agencies on rat control. Visiting nurses, caseworkers and others had reported the bad rat conditions prevailing in slum housing.

Rat wars were promoted in social agencies with good results. Many calls from individuals and agencies to the District Health Department finally stimulated action. About the same time two typhus fever cases due to fleas on rats occurred.

The Health Department is now setting up rat control measures on a city-wide basis. A sanitary engineer has been employed. Citizens' organizations are now participating in the war on rats. They make a house to house canvass, locate rat areas; notify the Health Department which prepares special bait to be placed by the householder. A follow-up checks the results.

WHAT IS THE HOUSING SITUATION TODAY?

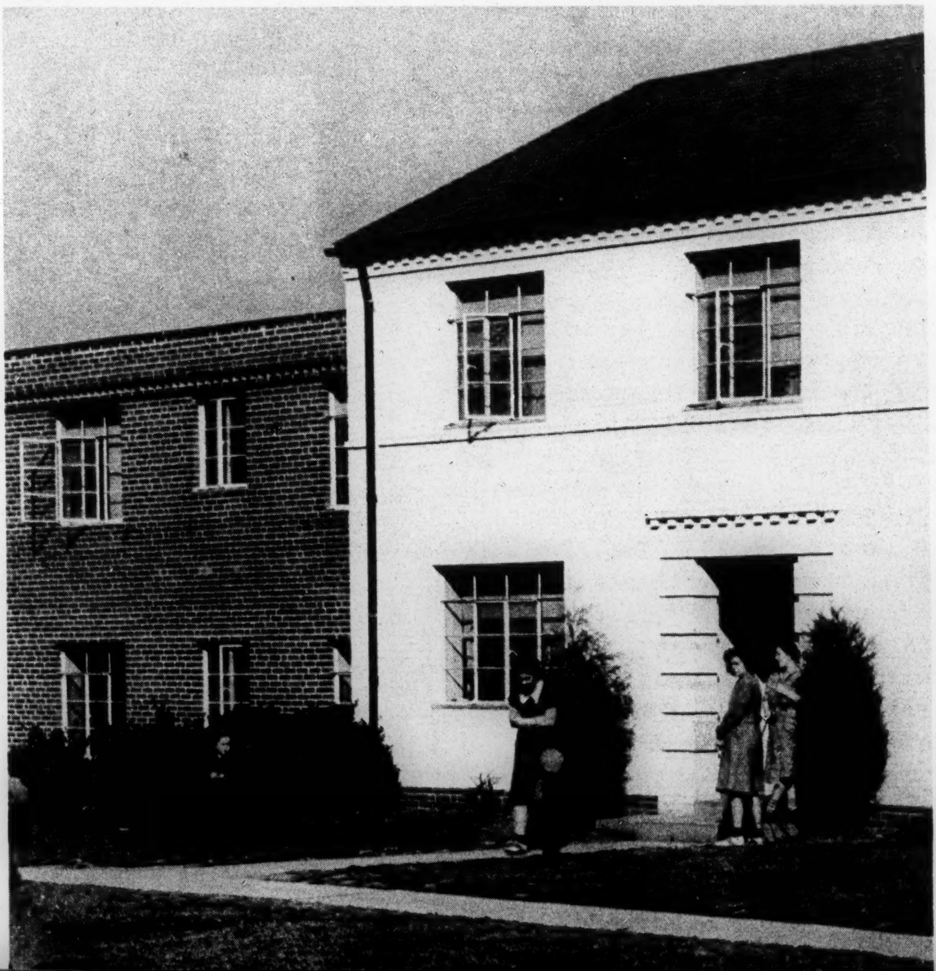
POPULATION INCREASING The Census for April, 1940 reports a population of 663,091 - a 36.2% increase since the last census. By September 1941 171,000 more had come to work in the government, or in the service trades; and some have brought their families. New Federal workers are now coming in at the rate of about 5000 per month.

HOUSING SHORTAGE Dwelling units fall far short of the need. The total number of occupied dwelling units has increased from 125,554 in 1930 to 173,445 in 1940. The proportion of home owners has decreased considerably from 38.6% of all occupied dwelling units in 1930 to 29.9% in 1940. The percent of non-white families has decreased about 1%. A considerable number of dwelling units, 32,219 were found in need of major repairs or to have no private baths.

The vacancy ratio for District rental units has dwindled to about zero. A recent survey of apartments showed that 99.9% were occupied as of November 1, 1941, as compared with 99.76% for only one month ago and 96.29% in 1940.

FORT DUPONT DWELLINGS

Situated on a Beautiful Wooded Hillside on Government-Owned Land in the Southeast. This attractive neighborhood houses 326 white families formerly living in substandard dwellings.



The October survey of WPA, made at the request of the Division of Defense Housing Coordination of the Office of Emergency Management reports only 4 out of every 1000 dwellings in the District are in habitable condition and available for immediate occupancy. Last year, the rate was 15 out of every 1000 such dwellings.

RENTS INCREASING The average rental for vacant dwelling units in the District has increased 13% since last January - now $56.50 instead of $50. The average rent is $57.50 for white vacancies and $35 for colored. Rents have risen 12% in the past year for occupied houses in the District renting for less than $60 per month.

LOW SALARIES It is estimated that 50% or more of the defense workers receive under $1700 and 80% receive less than $2000. New non-Federal employees have salaries averaging lower than those of Federal employees - at least 32% earning under $1500, it is said.

HOUSING NEEDS A report given to the House Public Buildings and Grounds Committee several months ago states the total number of dwelling units needed in the District for defense workers and their families is 11,275 plus 1,000 dormitory units for young women.

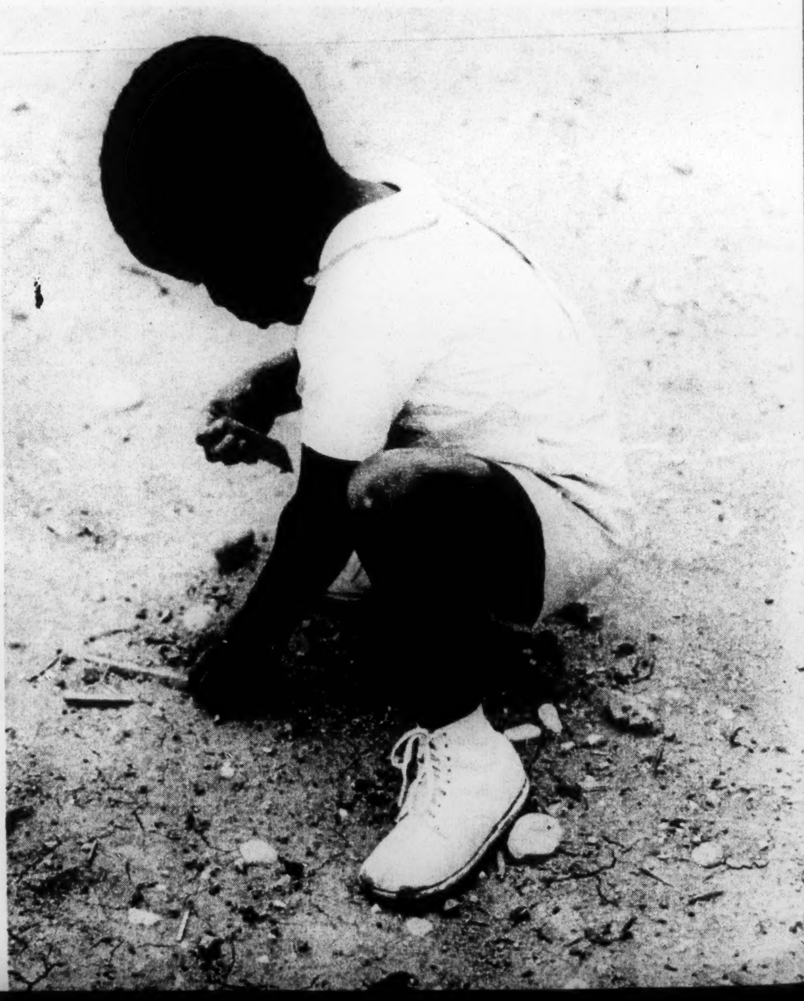
The Tolan Committee on National Defense Migration stated in March, 1941 that Federal employees normally absorb 67% of the total dwelling units, which means they need 986 dwellings a month to rent under $42.50 to meet their incomes. An equal number is needed for non-Federal employees to rent for not over $40. At least 750 dwelling units per month to rent at $32.50 or under are needed for both public and private employees.

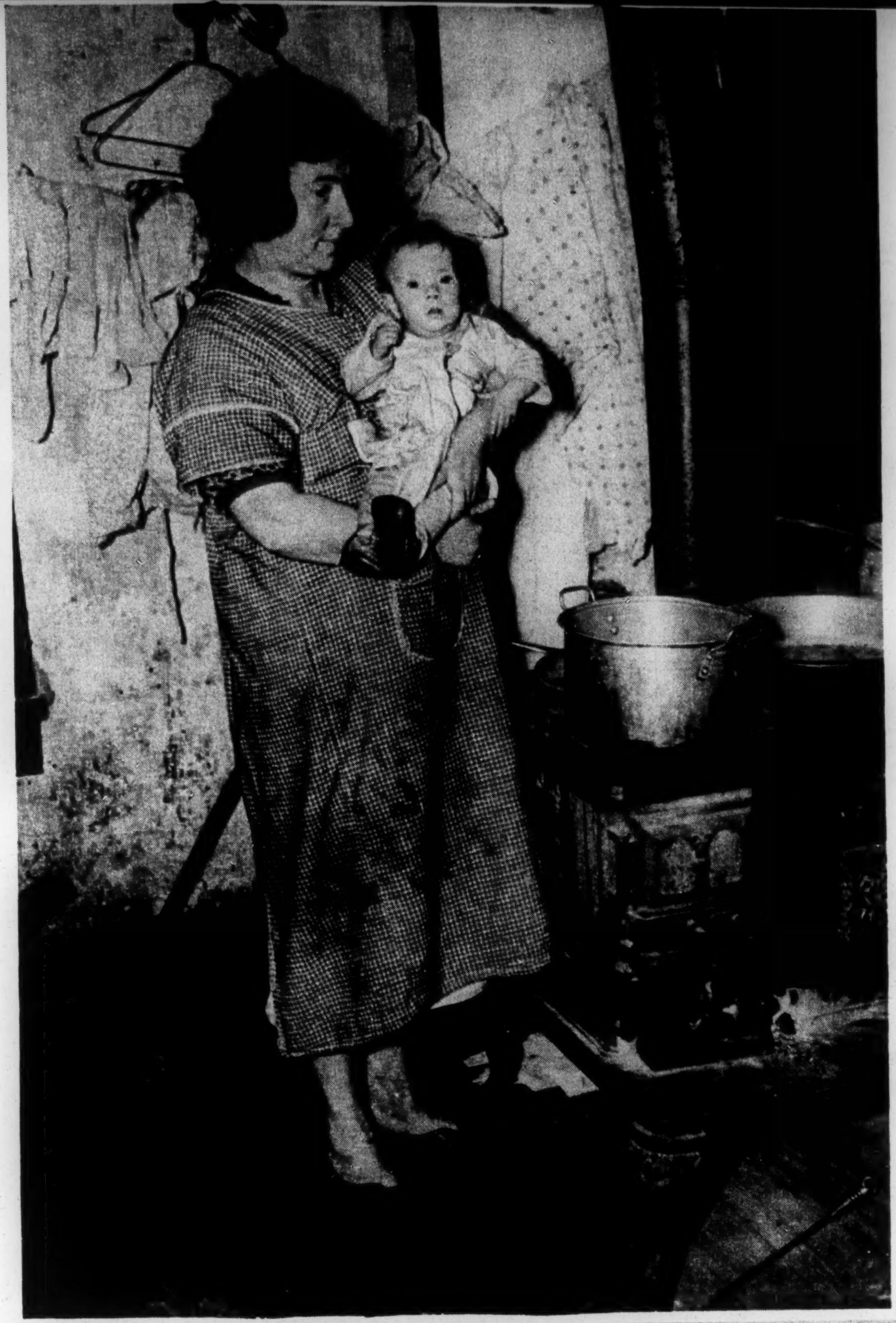
The recent vacancy survey of the W.P.A. reported an over-all total of 605 dwellings renting under $40 and 138 vacancies renting under $30.

APARTMENTS TAKEN FOR OFFICES The Federal government has taken 1934 dwelling units in apartments and hotels for office space. This action displaced about 7000 persons. Due to strong protest no more dwellings will be taken. Temporary office structures are rapidly being constructed.

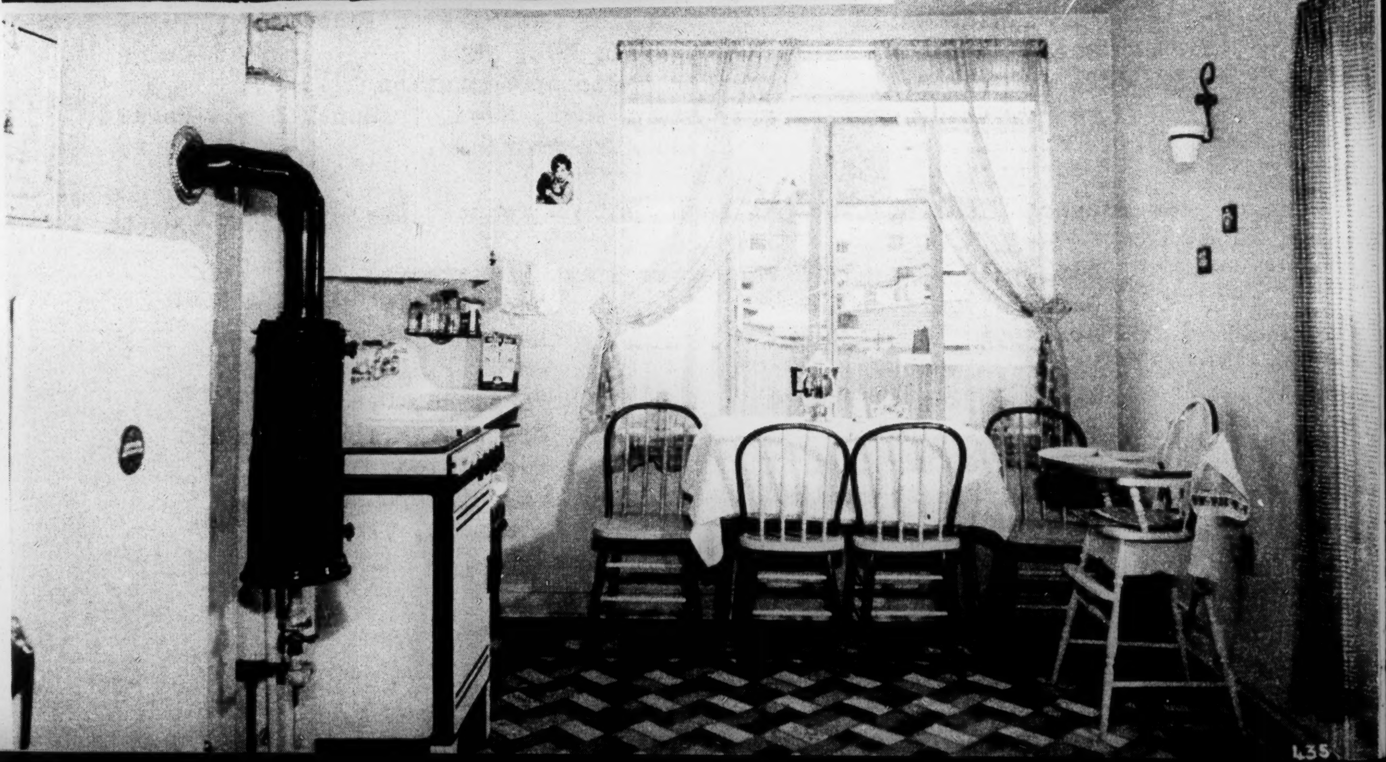
A HAPPY LITTLE BOY IN LANGSTON

The first public housing done in Washington shelters 274 families.





I SAW A
WONDERFUL
KITCHEN TODAY,
AND THE RENT
IS NO MORE
THAN WE NOW PAY.



SERVICES RENDERED

Literature Distributed

District of Columbia	sold	6
	complimentary	1130
Out of District	sold	13
	complimentary	164
Housing Letter, each of four issues sent to 2228 Persons		8912
	in District 7616	
	outside 1296	
Inspections on complaints of social agencies		95
Assistance to individuals and agencies *		63
Photographic Exhibits		44
Talks		45

Partial Illustration of Literature Distributed

Housing Code	in District	73
	out of District **	33
Tolan Report		150
Annual Report		50
Material re rat and vermin extermination		700
How to Choose a Place to Live		415
Negro Conference Material		13
Housing Letter (back issues)	in District	299
	outside	58
No-man's Land Conference		21
Landlord and Tenant Court Information		93

* Material and Assistance were also given to the following:

News Week
Time
New York Times
Times Wide World
N.Y. Daily News
Colliers
Harpers
Associated Press
Radio Stations: WINX, WJSV, WMAL, WOL, WRC.
To women's organizations for radio presentation
To six Washington papers: Star, Post, News, Tribune, Times-Herald, and Afro-American.

** Proposed Housing Code has been sent on request to:

Sao Paulo, Brazil (through the State Department)
Oakland, California
New Haven, Connecticut
Habana, Cuba
Honolulu, Hawaii
Quincy, Illinois
Baltimore, Maryland
Boston, Massachusetts
Mexico City, Mexico
Great Falls, Montana
New York, New York
White Plains, New York
Portland, Oregon
Pittsburgh, Pennsylvania
Porto Rico
Memphis, Tennessee
Richmond, Virginia
and other cities.

STATEMENT OF RECEIPTS AND DISBURSEMENTS

FOR THE YEAR ENDED DECEMBER 31, 1941.

RECEIPTS

Community Chest - Regular Appropriation		$9,996.28
Contributions to Special Funds		1,625.00
Sale of Publications		6.50
Total Income, 1941		11,627.78
Balance in Special Funds, Jan.1,1941		
Case Worker Fund	$500.00	
Coonley Fund	24.28	
Housing Survey Fund	181.00	705.28
TOTAL CASH ACCOUNTABILITY		$12,333.06

DISBURSEMENTS

Salaries		$ 7,775.00
Fixed Charges		812.49
Operating Expenses		1,401.28
TOTAL REGULAR EXPENSE		$ 9,988.77

Special Expense

Special Research on Social Consultant in the Landlord and Tenant Court	$2,117.36	
Coonley Fund	20.00	
Room Registry Survey	101.09	2,238.45
TOTAL DISBURSEMENTS		$12,227.22

BALANCE ON HAND, JAN.1, 1942

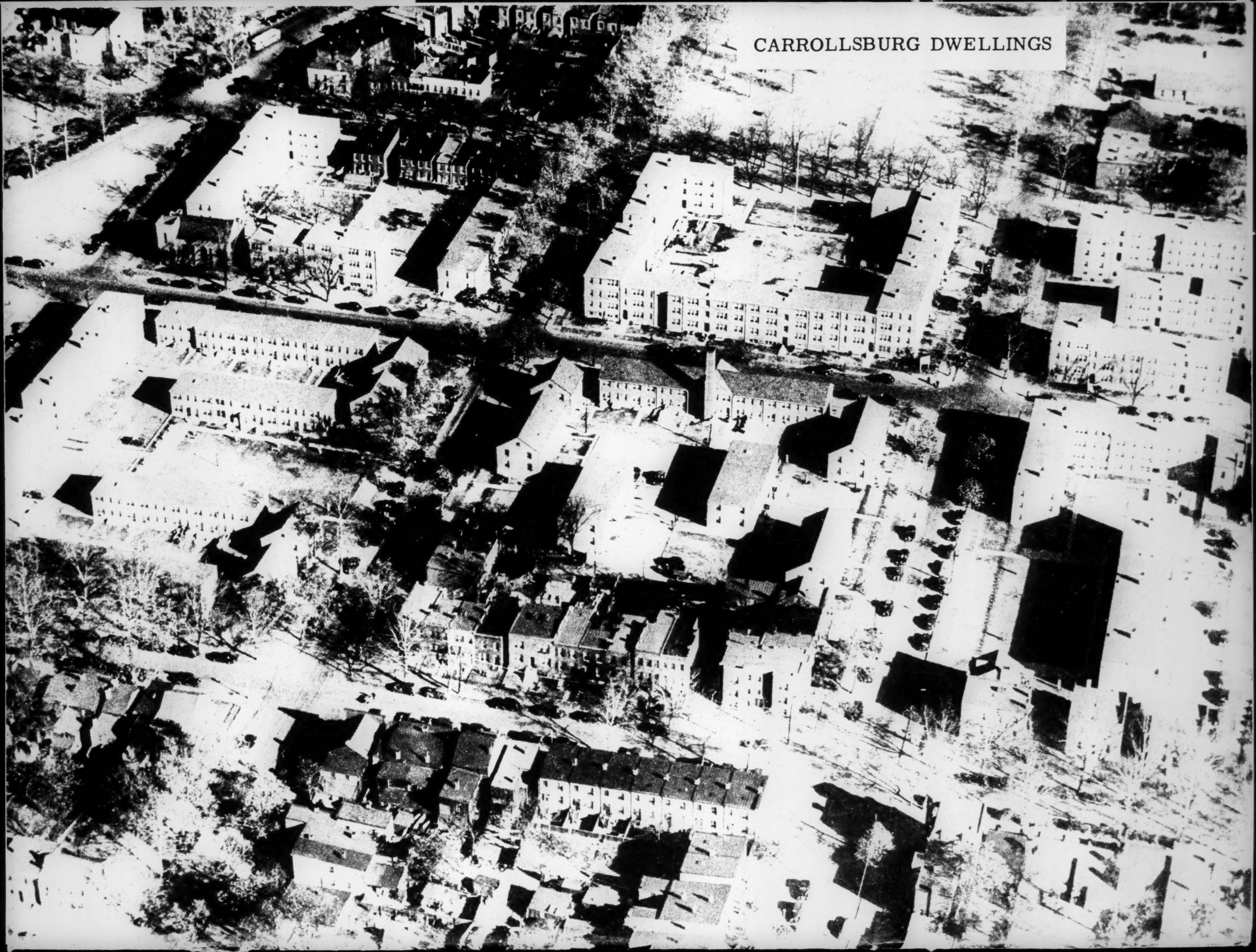
To be refunded to Chest (balance of insurance)	$ 7.51	
Sale of Literature	6.50	
Case Worker Fund	7.64	
Coonley Fund	4.28	
Survey Fund	79.91	105.84
		$12,333.06

CARROLLSBURG DWELLINGS (see back cover)
built by the Alley Dwelling Authority; will house 314 families at Navy Yard bordering M Streets, S.E.

It was named for a nearby subdivided property laid out in George Washington's time by Daniel Carroll.

The site was occupied by some of the oldest houses in Washington - many over 100 years old. A. D. A. hoped to save some of these for historic reasons but the owners had let them deteriorate so badly they were no longer structurally sound.

On adjacent property there are several houses six feet wide - violations of the Building Code.



CARROLLSBURG DWELLINGS

File in HO

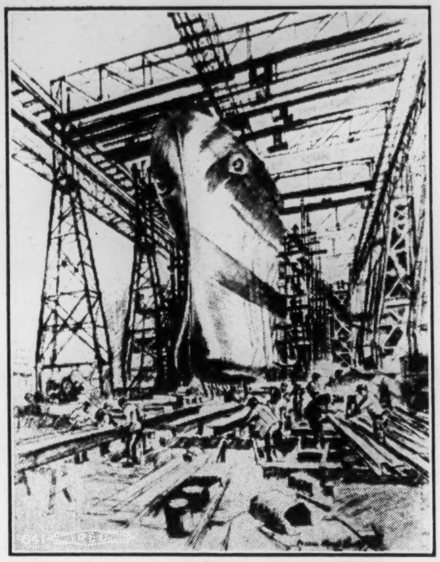
Miss Kimbrey has seen

Human Aspects of Vanport City

Sept 1944

By MARIUS HANSOME, Ph.D., Director of Education, The City of Arts, New York City

War plant city surveyed by expert observer for Electrical Workers Journal



Official U. S. Navy Photograph

A BATTLESHIP IN THE WAYS

Editor's Note: Marius Hansome has contributed several times to the ELECTRICAL WORKERS JOURNAL. *He is a specialist in worker's education. At present he is director of education, the City of Arts, New York City.*

To our knowledge this is the first published effort to appraise objectively life in a "war plant town." We are publishing this for its intrinsic interest, leaving responsibility for all statements to Dr. Hansome.

Dr. Hansome wishes to acknowledge his appreciation for help to Julia H. Jablonski, R. N., Directress of Public Health Nurses at Vanport.

AS one crosses the Columbia River on the interstate bridge from Vancouver, Washington, toward Portland, Oregon, the tall poles of the Oregonian's radio transmitting station, and a series of towering water cisterns catches one's attention. Church spires are conspicuously absent. Down there on the right in a partly reclaimed swampy, muddy, cowpasture—one square mile in area—lies a flat, seemingly sprawling city with some 40,000 inhabitants. This is the densely peopled Vanport City, a government housing project built in the backyard of staid, complacent, self-centered old Portland. Vanport is the second largest city in the web-foot state. It is a war city built under contract with the Federal Public Housing Authority by Edgar F. Kaiser, wizard son of the great Kaiser of shipbuilding fame. The shipbuilding industry in the Columbia Basin necessitated immediate provision for housing the thousands of workers who could find no shelter in the almost exclusively residential Portland.

WHY VANPORT?

The writer does not know just what led to the selection of the particular site of Vanport which is so low that when the rain falls—rain, not mere mist from the Pacific—the grounds are muddy and pools of water cover many surfaces. That brings to mind the curious fact that the founders of so many of our historical, cooperative colonies have become notorious in selecting poor locations and infertile soils. In the case of Vanport, the nearness to the Vancouver shipyards doubtlessly played a part in the choice of a site.

Despite the swampy and moist condition, and the fluidity of the polyglot population, Vanport is remarkably tidy in appearance. The grounds and streets are kept clean largely by women functioning as street-sweepers. Six hundred persons, janitors, stokers, sweepers, etc., are needed to keep the place clean and heated. Milk bottles, dust mops, rags, and ash cans are kept out of sight. During a week's observation in Vanport I failed to see a single woman shake a dust mop from a second-story window.

HOUSING

There are nearly 10,000 family apartments in Vanport; and 393 bachelor apartments. Most of the housing units contain 14 apartments each. An apartment consists of two rooms, a bath, two closets, and a built-in kitchen arrangement in one corner of the sitting room. All housing units are but two stories high; they are centrally heated and each has a commodious utility room. Other public buildings are: five grade schools, six nursery schools, one public library, an administrative building, a cinema, general store building, a fire department, a police station, a public health center, a hospital, cafeterias and restaurants, and several other public service buildings. All of the residential dwellings are wooden structures.

Space, time, work, sleep, personnel, and relation are the dominant categories of meaningfulness at Vanport.

Vanport is not, as sometimes claimed, an average American town. For example, there are no church buildings, there is no daily paper, no telephone system, no street lights, no jail, no school paper, no swimming pool, no saloons, no bowling alley, no night clubs, few trees, few dogs (license fee $2.50), no elected mayor, only one cinema with a seating capacity of 750, no town hall, no labor temple, no co-op and no adult education forum.

Vanport is consequently a somewhat unusual town. For example, several Negro women are on the school staff, several colored public health nurses attend white patients as well as colored. Only one white woman, thus far, refused to be attended by the colored public health nurses. Juvenile delinquency is lower than in most towns of similar size. Drunken brawls and fights are less frequent than in any comparable situation. One-third of the denizens are always asleep. Many children whose sleep is interrupted at home must be put to sleep in school. One may, on wandering through the long corridors of the schools, see youngsters of all ages taking a nap on cots or on the desks. The rule prevails "Never waken a sleeping person."

Externally the town is not noisy. I inquired of a number of day-sleepers if the quality of sleep was what could be desired. "I don't mind children playing outside, nor even a low-tuned radio, but what gets me irritated is somebody tramping overhead—women and children in wooden shoes. Rooms should be sound proof." This was the consensus of a group of men waiting for the bus to take them on the swing shift. (In the far West, children and youth wear wooden shoes. This footgear has been found very practical in a moist climate though it has increased the volume of noise in schools and in homes.)

One afternoon I asked a group of upper grade children lolling about in the social hall what could be done to help solve the problem of getting sufficient sleep? Their prompt answer was: "Zone the town into three zones; for day, swing and graveyard shifts."

SERIOUS CITY

I did not hear any child singing or whistling or any youth mooning the latest sentimental twaddle from Hollywood, that is, not on the streets. Only on the school grounds was there any evidence of exuberance and laughing. The people seemed to be geared to work, eat, and sleep. Their faces are firm, set, and grave. They are in a routine, but, knowing the purpose behind their daily task, and seeing the floating products of the process, they keep going.

GRANDMAS IN SLACKS

Vanport is a working-class town. People dress up only for church meetings, for dances, and trips to Portland. Nearly all of the women wear slacks. Mother, daughter, and even grandma strides forth in blue denim slacks or overalls as shipbuilderettes.

No "legs" on exhibition in Vanport, only slacks. On a sunshiny afternoon

Huge Hydro Electric POWERHOUSE *Completed*

By CHARLES W. MASON, International Representative

Pacific Gas and Electric Company erects 25-million-dollar job

ON the banks of the Pit River in Shasta County about 59 miles northeast of Redding, is located the largest hydroelectric plant in California, and the members of Local B-1245 point with pride to their latest achievement.

Built by the Pacific Gas and Electric Company at a cost of $25,000,000, it was rushed to completion in approximately two and one-half years. Employing approximately 3,000 workmen for this great project, there was complete cooperation between labor and management making it possible to achieve this record.

The new hydro-electric plant which develops 214,000 horsepower, is the sixty-fifth powerhouse at present owned by the Pacific Gas and Electric Company and operated by Local B-1245 members. With the addition of pit 5, the company's interconnected electric system now has a total capacity of 2,825,000 horsepower.

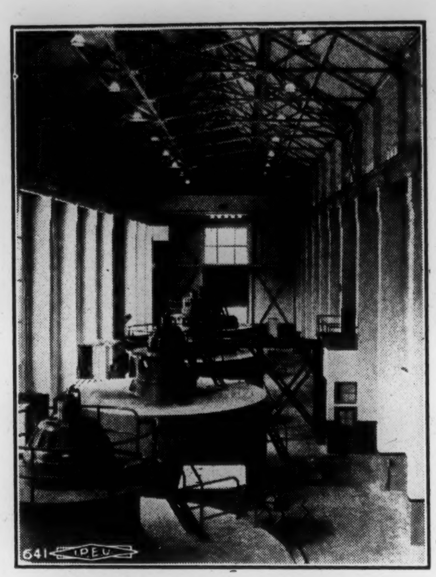
IN THE BIG BEND DISTRICT

The site of the pit 5 development is in what is known as the big bend district of the Pit River. Where the big bend begins, the river makes a wide turn 10 miles long to form the bend. It is six miles straight across the bend to the powerhouse site. The stream flow is diverted at the beginning of the bend by a diversion dam into a tunnel which cuts across the shorter distance to the powerhouse. The fall of water, or static head, is 630 feet.

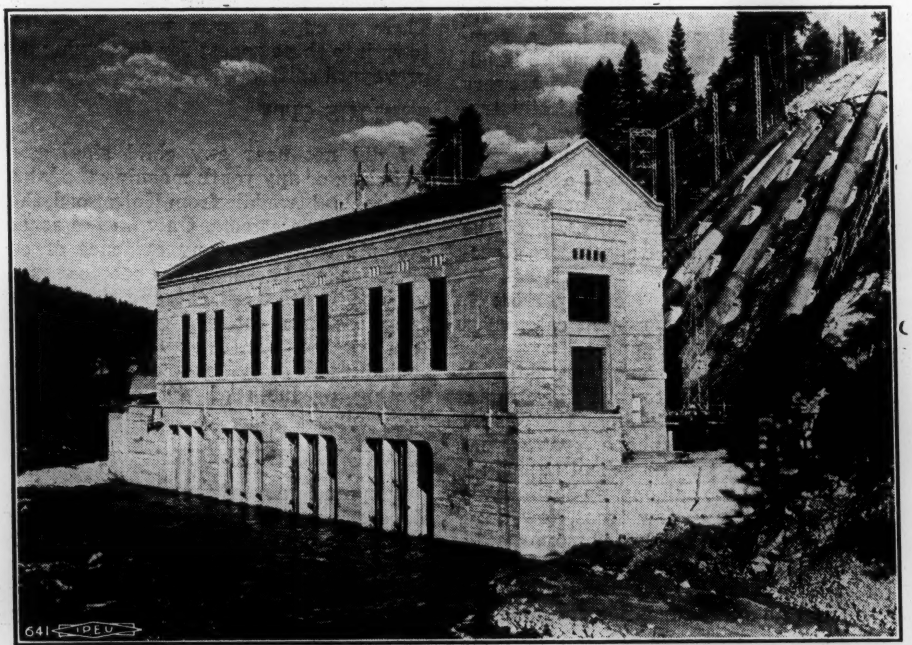
The diversion dam is of the concrete overflow gravity type. It is 310 feet long and 110 feet high from steam bed to the top of the gate house. It has four steel crest-gates which are electrically operated. These gates are counter-balanced and each measures 50 feet by 26 feet and four inches and weighs 90 tons. The tunnel from the dam to the powerhouse penstocks is built in two sections. One tunnel extends from the intake to an open canal which leads about 2,900 feet to the portal of the other tunnel section. Total length of the tunnel, including the open conduit, is 5.33 miles. It is 19 feet in diameter across its inner dimension. The tunnel ends at a point in the canyon wall above the powerhouse. Four penstocks each nine feet in diameter and 1,382 feet long, carry the water down to the powerhouse.

The powerhouse is of reinforced concrete and structural steel, 264 feet long and 90 feet wide. The generator room is 75 feet high and is provided with two 100-ton cranes.

The powerhouse is a four-unit plant with generators rated at 40,000 kva., driven by four 50,000 horsepower 300 RPM Francis-type vertical turbines. These turbines are designed for a flow of 825 cfs., 587 feet effective head and 630 feet static head.



Interior of the Pit 5 Powerhouse showing modern equipment.



Pit 5 Powerhouse in the big bend district of the Pit River—part of the largest hydroelectric plant in California.

POWERFUL TURBINES

The turbines will generate almost sufficient power to load one 220-kv transmission line. To avoid making it necessary to run the entire output of the station into one line or making it necessary to parallel the two lines at this point in order to divide the output, the four units in the station were split into two groups. These two groups are electrically separated from each other, permitting one group of two generators to feed into one transmission line and the other group of two generators to feed into the other line.

Each group of two generators is supplied with one bank of step-up transformers of 81,000 kva capacity, transforming the generator voltage of 11,500 volts to 220-kv for transmission.

Transmission of pit 5 power from the plant is provided by two new 220-kv circuits on wooden poles for a distance of about 15 miles to a connection with the two 220-kv lines from pit 1 and pit 3 powerhouses. From this point the latter lines are used for 176 miles through Shasta substation to Vaca-Dixon substation below Sacramento, then over an existing circuit to Contra Costa substation and on to Mocho Junction, 48.6 miles, thence over an existing circuit to Newark substation, a total distance of 257 miles. From Newark the power is fed into a common pool and distributed to the various regions of use.

We are all fighting to make the kind of a world that we should like. Others will fight and die to make a different world with equal sincerity and belief.

The life of the law has not been logic; it has been experience.—*Justice Oliver Wendell Holmes.*

TVA *Seen as Pattern* *For* WORLD *Development*

I.L.O. presents estimate of great American plan. "Lessons for International Application"

UNDER the title, "The TVA, Lessons for International Application," the International Labor Office, Montreal, discusses the worldwide significance of the American public power development. The study is by Herman Finer. The 289-page volume is an effort to give a factual, objective study of the TVA in all its aspects.

The author remarks that "the idea of a 'Tennessee Valley Authority' on an international scale has spread widely. The term is now so commonly used that it has acquired a meaning of its own, independent of the experiment from which it took its name. The TVA, after its first 10 years, came to be looked upon both as a model and as a preliminary to wider developments elsewhere."

The author goes on to say: "It has already been pointed out that consideration of the problems that peace may be expected to bring has spread the idea that there should be many 'TVA's' in lands of undeveloped economy, aided where necessary by an international body. It is important to know, then, what the TVA is and what it has accomplished and what its problems and difficulties have been; and to consider under what conditions and by what adaptation its experience may be applicable elsewhere, particularly in an international setting."

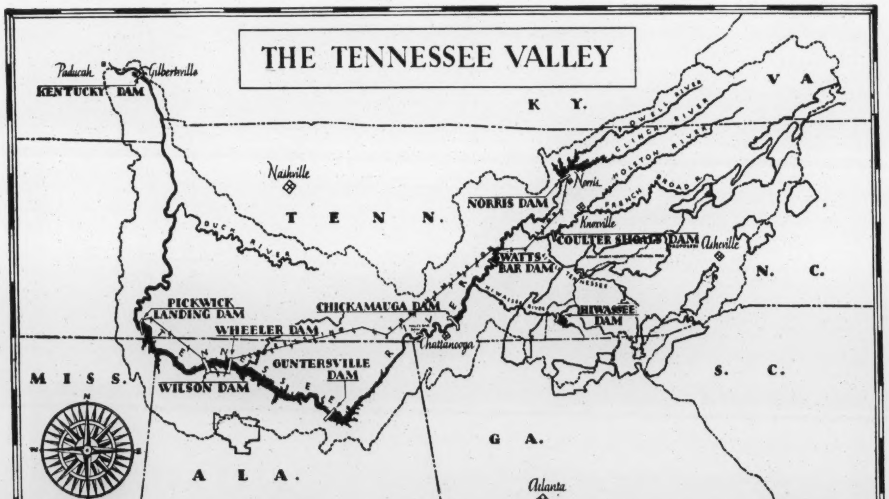
TVA AROUND THE WORLD

Readers of the ELECTRICAL WORKERS JOURNAL are familiar with the TVA in all its aspects on the domestic side. Our readers are probably not so well acquainted with the enthusiastic response to the TVA idea in other countries of the world.

This volume is many-sided. It describes forcibly the proper use of the land, the advancement of economic opportunity, the people's social well-being, the corporate agency and its methods of operation, management and personnel. Federal controls and state relationships, the employee relationship policy and labor, employee welfare services, the financing of TVA activities, indices of progress and the problem of an international TVA.

One of the chapters in this volume that will interest Electrical Workers is "The Employee Relationship Policy and Labor." The author has the following to say about the employee relationships of TVA:

"Joint cooperative committees are to be set up representing the authority and the employees at convenient points in the valley to consider the matters enumerated in the concluding statement of the employee relationship policy, and conclusions reached by unanimous decision will be referred for action to the appropriate officers of either or both parties. A joint valley-wide cooperative conference will meet at least twice a year to review the conclusions reached and action taken by these committees, and in general to promote discussion and action on the subject matter indicated. A central joint council on apprenticeship is provided for, to lay down minimum standards conforming to the standards of the Federal Committee on Apprenticeship or subject to its approval. A set of supplementary schedules on hours of service, holidays, days of rest, overtime and call work, and other matters is appended to the agreement, covering a large number of points which often give rise to bad temper and disturbing disputes.



Courtesy TVA

KEY TO GOOD MORALE

"Thus the TVA, working on the assumption that the skill of the workers will be fully enlisted only when there are institutional mechanisms through which they can appreciate that they are fairly treated, and that this is the key to good morale, has successfully operated its system of collective bargaining, unshaken by the pessimistic theories of doubters. A tribute to the success of this policy was paid by President Roosevelt at the dedication of Chickamauga Dam on Labor Day, 1940, in the following words: 'This dam, all the dams built in this short space of years, stands as a monument to a productive partnership between management and labor, between citizens of all kinds working together in the public weal. Collective bargaining and efficiency have proceeded hand in hand. . . .' "

The last chapter of the book is a discussion as to how other nations might utilize the TVA pattern within their own boundaries. The author concludes with the following:

"The TVA's significance is more than the specific services it has rendered; its psychological, economic and social impact amounts to something more than the sum of its several purposes. The various world economic and social services are intimately related. International lending policies, properly applied, would have a significance greater than any particular financial and economic services that they rendered. They could aid in the building and expansion of a more unified and better balanced world economy."

In signing a labor contract with organized employees, the TVA was again taking a very advanced position, although not an unprecedented one. During the first World War the U. S. Shipping Board and the U. S. Railroad Administration operated under contractual relations with unions of their employees, and more recently the Inland Waterways Corporation, the Panama Canal, the National Labor Relations Board, and other government agencies have done likewise. The National Institute of Municipal Law Officers has attempted to prove that, in the municipal field at least, such contracts are invalid. But their analysis seems to be pointed to closed shop provisions, rather than at the contracts themselves. There is no conceivable legal objection to the kind of contract the TVA signed on August 6, 1940, and its significance in establishing "a definite concept of management's responsibility to labor and labor's obligation to management" is very great.

In dealing with its employees the TVA has had its share of the problems created by rival employee representation. The employee relationship policy left the matter of bargaining units wide open by providing that "the majority of the em-

(Continued on page 355)

younger women in colorful slacks and shirts, with multicolored turbans binding their coiffures appeared at the shopping center. I walked behind many women welders wearing stiff leather breeches, helmet and goggles, and holding a tiny lunch pail in the right hand. They wore low-heeled shoes and many walked along as if with newly acquired athletic control of the body. I asked a little girl how she liked to look at grandma in overalls. "I think she looks a fright, but grandma has some nice dresses in her hope chest that she will wear as soon as the war is over," she assured me.

COMPOSITION OF THE POPULATION

Families from every state in the union including the territories, also from Havana and Malay, converge in Vanport.

It was extremely difficult to get adequate statistics. None had been published thus far, and there was an evident reluctance on the part of the official personnel to commit itself definitely on some matters. For example, on the statistics of the reasons for the extraordinary turnover, the buck was designedly passed by three or four separate agencies. Two exceptions, however, must be noted, namely, the county health officer, Dr. F. Sydney Hansen, and the Multnomah county sheriff, Martin Pratt, captain of the Vanport police. The figures following are approximations pieced together from various interviews:

There are nearly 10,000 families in Vanport. Three and two-tenths per cent is the ratio of members in the family. The order of the states from which the population hail is: Oregon, Minnesota, Texas, Washington, Oklahoma, Idaho, etc. Probably one-third of the families are web-footers. Forty-nine per cent of the population are male, 51 per cent female. Ninety-three per cent are white, 6.7 per cent Negro, and 3 per cent miscellaneous. Four-fifths are married. Nine out of 10 wives accompanied their husbands. The weekly income ranged from $53 to $75. The average hourly income was $1.22. The average length of residence is between five and six months. Forty-seven per cent of the families who have lived at Vanport have checked out.

HUMANITY UPROOTED

That a house is not necessarily a home is a profound sociological truth; neither is a city *sui generis* a community. But, home building is facilitated by adequate housing. In talking with a number of the inhabitants out there in Vanport, one becomes impressed with the role of physical conveniences that some people demand as a pre-condition to the organization of a frame of mind in which neighborliness and fellowship may take root. Though many of the inhabitants, such as the so-called "Okies" and "Arkies" have never had as good housing as Vanport offers, others found the space cramped, and many families check out ostensibly because of dissatisfaction with the dwellings. Of course, the reason given may not at all be the cause for leaving. Indeed, half of those who checked out declined to give any reason.

Imagine 40,000 people uprooted, the family pattern disorganized, with loved ones at war, estranged from old familiar ties, scenes and friendships and relatives, with one's keep-sakes and treasures in storage, or left uninsured with neighbors, suddenly placed among utter strangers on the backporch of Portlanders who are somewhat exclusive, suspicious, distant and rather cold toward any one who is not streamlined with the native mist and mix. Old Portlanders refer to the workers in the shipyards as the "riff-raff" of the country. Negroes are especially unwelcome in the far west. The attitude toward any form of organized labor has always been notoriously hostile on the entire Pacific Coast, more so in California as the history of the IWW reminds us.

The shipyards and other defense industries made possible by the Bonneville Power Project have brought some 200,000 more persons into the Portland area. This means a huge payroll goes to town. Yet, President Roosevelt who has done so much to electrify our country is cordially "hated" by the old Portlanders. Strange attitude this, toward a benefactor!

There was no data available regarding the previous occupational status of the Vanportites. Many were little farmers and lower middle-class folk. The motives which impelled them to go west vary. Motives of individuals are hardly get-at-able. Some came to take advantage of the chance to salt down a few shekels. But the philosophy which overhangs Vanport is unmistakably: "Work for the day of victory!" The last loan went over the top, the quota being $175,000. The school children alone were responsible for more than $20,000 in bonds and war stamps.

GETTING ON TOGETHER

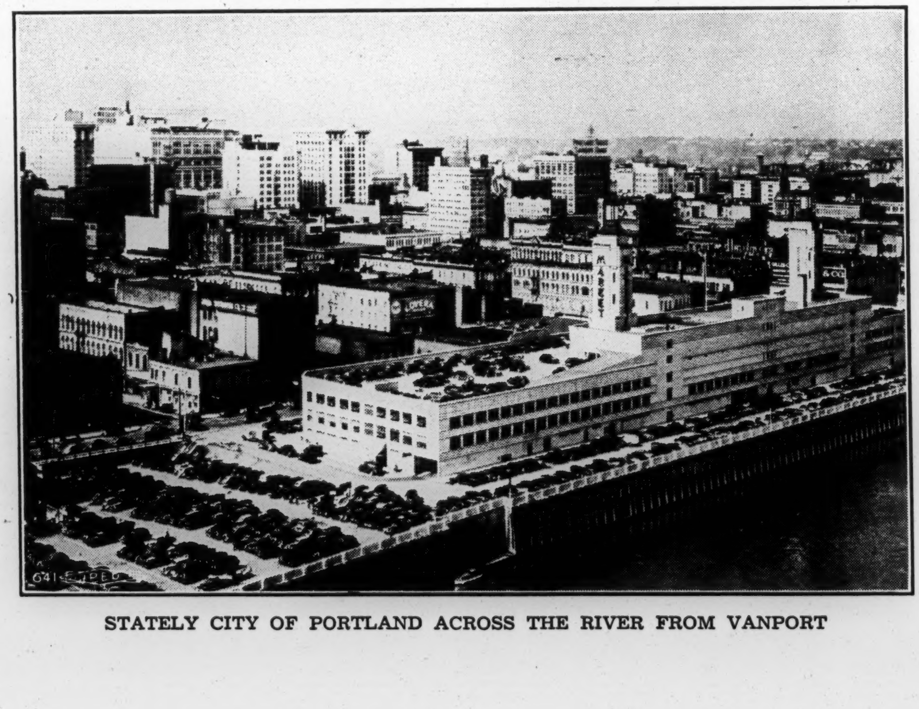
Vanport is the largest Federal housing project and it is only 16 months since the first family moved in. Hence patience and duration must be heeded while watching this interesting experiment in human relations unfold. The difficulties are many and not the least is the fact the population is stymied in part for lack of a daily newspaper on the spot. Free communication is crucial to the development of community. Communication is the keystone of the arch of solidarity. Also, Vanport needs, in its personnel, a larger group of highly skilled and matured sociologists with a varied background of experience in the social movements emanating from the masses. The various Federal housing projects are probably overweighted with real estate clerks.

Those families who were habituated to apartment-house-living made adjustments quickly. Others needed more elbow room. A "hillbilly" family came to the central office requesting that the toilet bowl be moved outside, some 10 yards from the house, as was customary in the parts from which the family came. Many of those mountaineer women did not know how to operate the electric stove and oven, and the electric washing machine was a baffling mystery. Thousands of women were unused to cooking on a two-plate electric stove with a detached oven 10x10x7 inches. When Thanksgiving rolled around, the women faced an impasse in culinary management. How to get a 13-pound turkey into the little oven, that was some problem!

The project services department was called upon to solve the problem. Mrs. Steinmetz had to do some quick thinking so as to avert a threatening exodus of women. An expert in roasting was called in to demonstrate that a 10-pound turkey could be manipulated a la Procrustes and slipped into the oven. A sample of such a roasted bird was put on display in the central butcher shop. It was also suggested that one might cut up the parts of a turkey and proceed to roast the parts but the customary stuffings and fixings denied such a barbaric procedure. The butchers were well nigh frustrated in their attempt to locate a sufficient supply of 10-pound turkeys.

A bulletin was posted with the announcement: "You can bake your favorite cookies and cake in the big electric oven

(Continued on page 356)



STATELY CITY OF PORTLAND ACROSS THE RIVER FROM VANPORT

KEY TO A PRACTICAL UNDERSTANDING OF ELECTRICITY

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GLOSSARY

(Continued from July issue)

Conductance—property of a circuit which determines its ability to allow current to flow; the reciprocal of resistance.

Contactor—a device for closing and opening electrical circuits remotely; a magnetically operated switch.

Control Panel—an upright panel, open or closed, where switches, rheostats, meters, etc., are installed for controlling and protecting electrical machinery.

Coulomb—unit used for measuring quantity of electrical charge; equal to the charge of 6.28x10.

(To be continued)

UNION MAN'S FAMILY

(Continued from page 330)

In addition, lump-sum payments amounting to $65,350,000 have been paid in the cases of 450,000 insured workers who died without leaving a survivor who was entitled immediately to monthly benefits.

WILL YOU BET ON A HOSS RACE

(Continued from page 324)

adoption of these new materials and their products.

So the national hoss race is on. The race between events and man's intellect and reason. The race between man's instinctive desires and man's ability to curb his desires for the good of the whole. Who will win? Well, it is like that. The race will come out as all such races have in an inconclusive outcome. It will probably be that both will win, that the country will not attain complete control of economic events, but neither will things go to pieces as rapidly as Mr. Cherne fears. There is no pessimism like the pessimism of a young man.

WORKERS AND FARMERS

(Continued from page 336)

mak' de unload an' skid dem up. We can start loadin' up dose farmer wagon an' send dem scootin' along de road so fas' dat dey is t'ink ole Neek heemse'f is behin' dose wagon, shovin' dem lak' hal, bah gar!"

HUMAN ASPECTS

(Continued from page 333)

in Recreation Building No. 1 on Tuesdays and in Recreation Building No. 2 on Thursdays. . . . Bring your dough ready to bake."

Women and younger children come into contact with each other in the recreation buildings and in the utility rooms. A lonesome respectable woman had picked out another woman whom she had encountered several times in the utility room as a possible neighborly companion. One morning she learned to her utter consternation that the woman was being chucked out bodily by her husband, the couple being quite spirituously exhilarated! After witnessing that scene the respectable mamma drew into her own shell, harboring the while a feeling of resentment at being compelled to live in close proximity to "the likes o' that."

Youth in Vanport accommodates itself more readily and partly because of its point of view which is, that life is mainly an exciting adventure, and partly because of the many contacts at school and on the playground. Some younger children, a public health nurse related, feign sickness in order to get attention and sympathy.

About 50 families check in and out daily. This means almost perpetual adjustments for some, since families are not free to choose their location.

In the social hall of the elementary school I joined a group of seventh grade children who were discussing life in terms of likes and dislikes. "Neighbors are strange, distant, unfriendly," said one girl. "The trouble is neighbors are sometimes too friendly," encountered another. "How can they be too friendly?" I interposed. "Well, some mothers allow their children to run right into another apartment without being invited to come in. Then they snoop around and handle things." "Children run in the hall, up and down the stairways, wake the sleepers." "Some neighbors turn their radio up too loud." "Some women borrow too much," protested others. Then there were complaints about "too few stores, excessive prices," and "on Friday and Saturday evenings we must stand in line for an hour before being served."

On rainy days, little children are hard put for play space so they play in the utility rooms among the lines of laundry. Sometimes clothes are pulled down from the lines and sometimes things are stolen.

Each laundry room is supplied with two washing machines. Ignorant, unmechanical women often put the mechanism on the blink which causes other women to delay their washing for as much as a month pending repairs. A sign was posted in the utility rooms reading: "A reward of $50 for information leading to arrest and conviction of any person tampering with or damaging a machine."

Many of these problems of adjustment to the community as it is, fall to the lot of Mr. Scott, supervisor of project services. To get support from the grass roots, Scott has organized a neighborhood council which is doing a good job against great odds. Youth wants to organize the various clubs with which they have had contact, but it is difficult to get civilian leadership. In an informative interview with Mr. Scott, I inquired if in a strange situation people would turn inward on the little tight island of the family interests only? "Not so," observed Mr. Scott. "Once the people have somehow met the first period of adjustment their interests radiate outward. The discussion changes from personal to the communal, such as, the bond drive, the Red Cross, parent-teacher relations, the better use of the children's leisure, etc. Interrelations with the police department, with the recreation department, and with the neighborhood council were promising, he thought.

(To be continued)

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week's vacation with pay after six months' service and two weeks with pay after one year's service. If a holiday occurs during an employee's vacation, an additional day's vacation is allowed.

Under the agreement, employees are entitled to the following sick leave:

Employees with six months to five years service may receive two weeks with full pay and two weeks with half pay; five years to 15 years of service, four weeks sick leave with full pay, and four weeks with half pay; 15 years service and over, six weeks with full pay and six weeks with half pay.

Sick leave is cumulative and may be carried over from year to year, not to exceed one year. Sick leave provisions do not affect the company's policy of paying employees excused for a portion of the day because of ilness.

These and many other provisions in the contract, including detailed definitions of working conditions affecting the morale and general welfare of employees, give the union and the company an agreement so broad in scope as to cover almost any conceivable utility labor relations problem. Its worth to the company and Peninsular personnel has been demonstrated by more than three years of harmonious relations, increased earnings and maintenance of a high degree of efficiency in operation of the telephone system which serves Florida's richest and most densely populated agricultural and industrial territory.

PROGRESS OF NATIONAL LEGISLATION

(Continued from page 328)

ing upon length of military service) which occurs within two years after discharge from the armed forces, or termination of the war, whichever is later. The act specifically states that no readjustment allowance will be paid for any week of unemployment commencing more than five years after the termination of hostilities and that a veteran will not receive an allowance for any week in which his unemployment is due to a stoppage of work which exists because of a labor dispute at the factory, establishment or other premises at which he is or was last employed, provided he is directly participating or interested in the labor dispute which causes the stoppage of work.

Veterans with 90 days' service, whose education has been interrupted by their war service, may go to school at government expense for a period of one year, or the equivalent in continuous part-time study. Upon satisfactory completion of such a year's education additional education may be obtained, but the total period of education or training may not exceed four years. Refresher or re-training courses may not exceed one year. Those veterans with more than 90 days' service are entitled to additional education and if the service approximates two years or longer the veteran is entitled to a full college course. All veterans less than 25 years old are presumed to have had their education interrupted by their war service.

Tuition will be paid by the government directly to the schools at their regular rates not exceeding $500 per year. The student veteran will also receive $50 a month subsistence pay if single; $75 a month if he has one or more dependents. About 90 per cent of those eligible for educational benefits under the act have said that they propose to use them. The postwar period will undoubtedly see the most serious undertaking of mass adult education in history. What comes of this undertaking will depend to a large extent on what the schools and colleges do.

Many employers will undoubtedly wish returning veterans to have some additional education or training to fit them for their jobs, especially since it is available without cost to the veterans. In case the employer refuses to give the veteran his job back, unless the veteran takes advantage of the educational provisions of the GI bill, he will let himself in for an action to compel him to hire the veteran and will also be liable for back wages to the date on which the veteran applied for reinstatement.

It should be pointed out in this connection that if the veteran decides to take the education provided for him under the act instead of his old job, and the 40-day period expires, the veteran will have relinquished his reemployment rights and his former employer will be free to hire him or not as he sees fit.

If it is desirable an arrangement can be made between the employer and the veteran whereby it is agreed that the veteran will take a one-year training or refresher course at the end of which time the employer will re-hire him; such an agreement should be in a written statement in which the employer and the veteran acknowledge that he has been offered his old job and that he is willingly and freely taking the education instead with the understanding that he will be re-hired upon the termination of such education. Such an agreement will protect the veteran if he desires his old job back and at the same time it furnishes the employer with an assurance that the veteran will not later sue for back wages on the grounds that he was refused his old job in violation of the Selective Service Act.

THE TVA

(Continued from page 334)

ployees as a whole, or of any professional group or craft, or other appropriate unit" shall have the right to be represented. In case of dispute as to who are the duly authorized representatives, the personnel department is to attempt to adjust the dispute, holding an election if the parties agree. Such elections have taken place on two occasions. While the policy intended to establish an avenue of appeal to the National Labor Relations Board, the board has declined to take jurisdiction of such disputes except at the request of all parties concerned.—*C. Herman Pritchett, "The Tennessee Valley Authority."*

New Amendments

The Wagner-Murray-Dingell Bill (S. 1161 and H. R. 2861) represents a tremendous advance in American progress toward an adequate system of social security. It spells out a basis for decent postwar security that should capture the imagination of a sufficiently informed people. If adopted the result would be a well-rounded social security system that would make health insurance, medical care, hospitalization, permanent disability insurance, maternity benefits and low-cost burial insurance a reality for the masses of people in the United States. It would liberalize and expand our present national system of old age and survivors' insurance, unify our federal-state systems of employment placement, federalize the state unemployment insurance systems and enlarge the federal-state program of public assistance.

In general the bill amends and extends the present Social Security Act to blanket under the protection of social security those now covered under the unemployment and old age clauses of the Social Security Act of 1939, and in addition: to self-employed persons, farm laborers, domestic servants, employees of non-profit institutions and organizations (except ministers of the church or regular members of religious orders) and workers employed by the Tennessee Valley Authority on an hourly basis (other federal employees are excluded).

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All of these classifications will contribute under a unified compulsory system. In addition, coverage will be extended to the legal dependents of all insured persons.

It is also provided (Section 966, pages 65 to 67) that arrangements may be made with states or political subdivisions thereof to extend coverage to their employees.

And finally (Title XII, pages 82 to 90) provision is made for grants-in-aid to states for care of the needy. Moreover, under Section 910 (a) it is possible for states or subdivisions thereof to enter into contracts with the Federal authorities which will enable them to extend the benefits of the act to the needy who cannot qualify for insurance benefits. Thus it will be ultimately possible under the act to provide medical care for the whole population of the nation by a unified federal system.

While labor and liberal groups have endorsed the bill they have done little to explain its true meaning or popularize it. The full purport of the bill has been distorted by reactionary elements which have flooded the country with propaganda that makes it appear as exclusively a health insurance measure. Many people who think they know what the bill is all about actually are unaware of its comprehensive scope.

The public does not appear to be aware of the fact that besides insurance against sickness the bill also includes expanded unemployment and old age insurance, permanent and temporary disability benefits, maternity benefits, funeral benefits, veteran protection, a national network of job-placing offices and a new unified public assistance program. One of the most impressive features of the bill is the fact that it unifies in a single simplified system all of the major elements that would ensure a decent minimum of social and health security for the American people.

~~[illegible]~~
~~Phillips~~
~~[illegible]~~
Return to Robinson

INFORMATION ON WAR-HOUSING

with particular reference to
Projects in the Washington, D. C. Metropolitan Area

Prepared by the War Department
Washington, D. C.
October, 1942

Foreword

The material contained herein has been collected to assist employees of the War Department secure appropriate housing accommodations. Supplementary information will be distributed from time to time, as it is secured.

WAR-HOUSING INFORMATION

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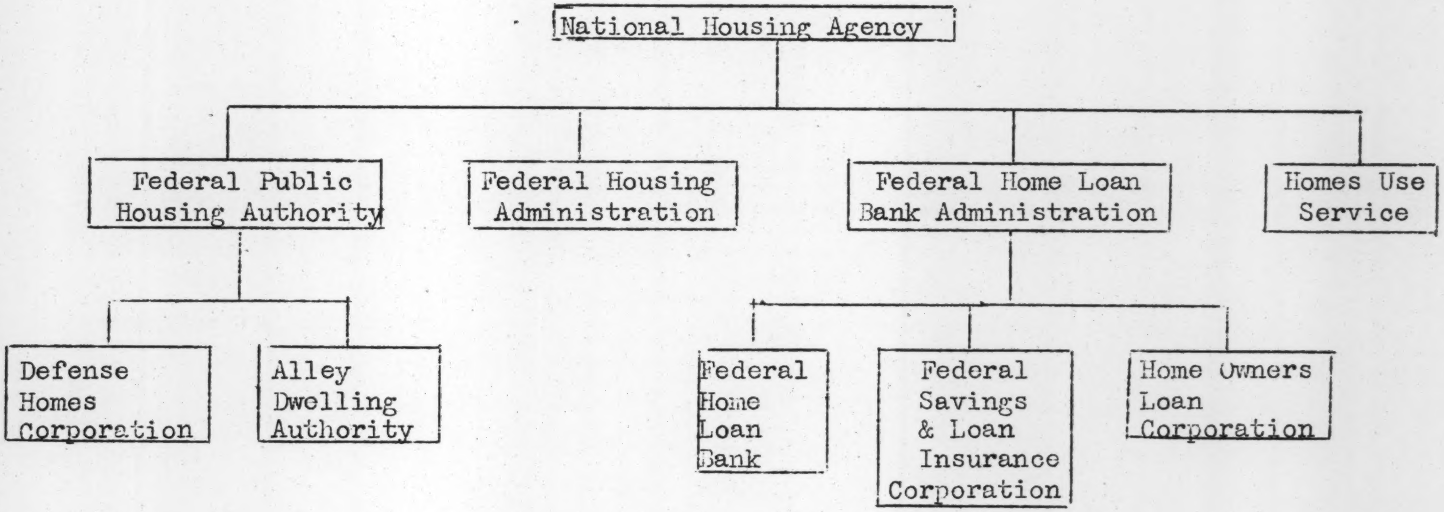
PUBLIC WAR HOUSING


National Housing Agency
Federal Public Housing Authority
Federal Housing Administration
Federal Home Loan Bank Administration
Homes Use Service
Defense Homes Corporation
Alley Dwelling Authority
Federal Home Loan Bank
Federal Savings & Loan Insurance Corporation
Home Owners Loan Corporation

I. FEDERAL WAR HOUSING

With the advent of the national emergency, housing throughout the nation and particularly in Washington, became a serious problem and was the concern of several Federal agencies. Many of these agencies were combined in the National Housing Agency, created on February 24, 1942 by Executive Order No. 9070 under authority vested in the President by Title I of the first War Powers Act, 1941, approved December 18, 1941. The office of the Administrator, Jobh B. Blandford, Jr., is located at 1600 Eye Street, N. W.

The National Housing Agency consists of three principle constituent units:--

1. Federal Housing Administration, 1001 Vermont Avenue, N. W., established by Act of Congress, approved June 27, 1934 and transferred to the National Housing Agency on February 24, 1942.

Function--guaranteeing or insuring mortgages placed by banks or renting institutions on homes.

2. Federal Home Loan Bank Administration, First Street and Indiana Avenue, N. W., which includes:--a. Federal Home Loan Bank System. b. Federal Savings and Loan Insurance Corporation. c. Home Owners Loan Corporation.

3. The Federal Public Housing Authority, Longfellow Building, Connecticut and Rhode Island Avenues, N. W., is an amalgamation of all of the various agencies and personnel engaged in constructing housing with public money. This Authority administers the Lanham Act passed by the Congress, October 14, 1940 and amended April 29, 1941 and January 21, 1942, which authorized a total of six hundred million dollars to be expended for public housing. Family dwelling units or dormitories for single persons, either permanent or temporary, are to be constructed in areas where an acute shortage of houses exists or impends, which would impede national defense activities and where such houses would not be provided by private capital when needed. Any Federal agency or any local public agency with its consent can act as the construction agency.

Housing has been authorized for such groups of persons engaged in National War activities as:

a. Enlisted men in naval or military services.

b. Navy or War Department employees assigned to duty at military reservations, posts or bases.

c. Workers engaged or to be engaged in industries connected with and essential to the successful prosecution of the war.

d. Officers of the Army and Marine Corps not above the grade of captain and officers in the Navy and Coast Guard not above the grade of lieutenant, senior grade, assigned to duty at naval and military reservations, posts or bases, or to duty at war industries.

e. Employees of the United States Government engaged in War activities who are required to live in the District of Columbia.

The Federal Public Housing Authority is responsible for the administration of functions and duties in respect to the public housing, which were formerly vested in:

a. United States Housing Authority.

b. The Federal Works Administrator with respect to Defense Housing.

c. Any agencies, including the Federal Works Agency and the Farm Security Administration, previously designated to provide temporary shelter in defense areas under the several Acts making funds available for such purposes.

d. The War Department and the Navy Department with respect to housing units except housing units located on naval or military reservations, posts or bases.

e. Farm Security Administration with respect to housing projects determined to be for families not deriving their principle income from operating or working upon a farm.

f. Defense Homes Corporation.

On July 16, 1942 the Under-Secretaries of War and Navy, joined with John B. Blandford, Jr., National Housing Administration, in issuing a directive that there should be limited housing for families of military personnel.

A new unit known as the Homes Use Service has been created under the direction of NHA Commissioner Frank Bane. It will have the same relation to the NHA as the other divisions, the Federal Housing Administration, the Federal Public Housing Authority and the Federal Home Loan Bank Administration. One of the functions of this new division is to set up war housing centers in critical defense areas where owners of properties suitable for conversion to multiple shelters units can file applications.

II. FEDERAL HOUSING PROJECTS IN METROPOLITAN WASHINGTON AREA

1. Federal Public Housing Authority Projects

The Federal Public Housing Authority has a number of war housing projects in the metropolitan Washington area constructed by different agencies including: The Farm Security Administration, Public Buildings Administration and Defense Homes Corporation.

Two complete projects constructed by the Public Buildings Administration are:

a. At Forest Glen, Maryland - 70 units.

b. At Memorial View, Virginia - 35 units.

Other war housing projects are:

a. The Cabin John Maryland Project, 120 units, on MacArthur Boulevard, for certified employees of the Model Basin.

b. Fort Belvoir Project, 110 units, on U. S. Route No. 1, near Fort Belvoir, available to enlisted men at Fort Belvoir - first three grades.

c. Hillwood Square, 160 units, at Falls Church, Virginia, available to certified employees of the Naval Torpedo Plant, Alexandria, Virginia and the Naval Observatory, Washington, D. C.

d. Belleview Project, 600 units, at Anacostia, D. C., 4th Street and Laboratory Road, near United States Naval Laboratory, for certified civilian employees of the Washington Navy Yard, Naval Air Station, Naval Research Laboratory and enlisted men stationed on duty in Washington.

e. Cheltenham, Maryland Project, 25 units, on the Reservation.

f. Nicholas Avenue Project, 70 units, available to certified employees and enlisted men at Bolling Field.

There are two emergency trailer camps for Negro families, located in Arlington, Virginia; one at Queens Street and Columbia Pike - 125 trailers, and the other at South Glebe and Seminary Roads - 120 trailers.

Greenbelt is a low-cost housing development of 1000 family units in Maryland, near College Park, constructed and administered by the Farm Security Administration, available for certified civilian employees of the various Federal Departments whose incomes range from $1600 through $2600.

2. Defense Homes Corporation Projects

The Defense Homes Corporation was originally under the Reconstruction Finance Corporation but is now under the Federal Public Housing Authority. It was organized with a ten million dollar capital stock from the President's Emergency Fund and since then has borrowed sums of money from the Reconstruction Finance Corporation. The Defense Homes Corporation operates like any commercial agency in that it must have a return on its money. Rentals in projects under the Defense Homes Corporation are based on the sums borrowed, the rates of interest, the costs of materials and the costs of operation; they are not based on incomes of tenants as in low-rent housing developments. The houses, apartments and dormitories are for Federal war workers but there are no maximum salary limitations imposed.

The Defense Homes Corporation has recently completed Meridian Hill Hotel, 16th and Euclid Street, N. W., containing 644 rooms and 718 beds. This is a modern hotel for women having many attractive features, such as a swimming pool, parlors for guests, smoking rooms, a roof sitting room and a beauty parlor. There is a bath or shower for every three girls. The rents for rooms range from $6.50 to $8.50 a week. A small completed project, containing 12 units at Falls Church, Virginia is composed of the so-called balloon houses that have proved popular.

A project, McLean Gardens, built on the old Friendship Estate, Wisconsin and Arizona Avenues, N. W., should be ready for occupancy by March, 1943. Under construction in this project are 720 family units and 9 dormitories for both men and women, containing 1143 rooms and 1341 beds. Other developments under construction are Naylor Gardens, Naylor Road and 30th Street, S. E., containing 750 family units, and Fairlington (Seminary Heights) on Seminary Road, Arlington, Virginia near the Pentagon Building, with 3550 family units which should be completed early in 1943. The apartments at Seminary Heights will consist of living room, kitchen, bath and one or two bedrooms. Nearing completion at 3rd and U Streets, N. W. is a dormitory for Negro women war workers which will have 297 rooms to accommodate 319 guests. Also under construction by the Defense Homes Corporation is a dormitory for Negro men at 2nd and Elm Streets, N. W. consisting of 177 rooms accommodating 200 guests. The addition to the YMCA, 18th and G Streets, N. W. is being built by the Defense Homes Corporation and will be operated by the YMCA.

Although rents have not been determined, anyone interested in the developments can write to the Defense Homes Corporation, Longfellow Building, stating his housing needs and where he is employed. These applications will be filed in the order in which they are received.

3. Public Buildings Administration Projects

The Public Buildings Administration has a temporary dormitories program, financed by a fund of $12,000,000 under the Lanham Act, in Washington and the metropolitan area which consists of seven projects; four active and three temporarily suspended. The largest will be Arlington Farms, built on the old experimental farm of the Department of Agriculture, near the Virginia end of Memorial Bridge, which has 4332 units under construction and 2888 units temporarily suspended. In West Potomac Park, near the Polo grounds, a dormitory of 1891 units is under construction. The other two under construction are at Suitland, Prince Georges County, Maryland, five miles southeast of the Capitol, 698 units; and Langston-Stadium (Negro) on Benning Road near 23rd Street, N. E., 1014 units. In addition to the project at Arlington Farms, temporarily suspended, the other two are at East Potomac Park, near Haines Point, 2716 units; and Stadium, near Langston-Stadium, 684 units.

The suspended projects are ready to make contract awards immediately and are being held until the time when there is a demand for more housing of the dormitory type.

Monthly rentals of $24.50 for a single room and a range from $16.50 to $24.50 each for double rooms have been announced by W. E. Reynolds, Commissioner of the Public Buildings Administration.

The press will carry information when and where applications for the dormitories are to be received though already a few letters have been received by the Public Buildings Administration making applications for rooms in the dormitories. Mr. William J. Bissell, Manager, and Mr. Burton King, Assistant Manager, in charge of the Office of Residence Halls, Public Buildings Administration, are located in the North Interior Building, room 6634.

III. ALLEY DWELLING AUTHORITY PROJECTS

In Washington the public housing program is administered by the Alley Dwelling Authority, located at 1737 L Street, N. W., Mr. John Ihlder, Executive Officer. The legal basis for the Authority's program is the District of Columbia's Alley Dwelling Act (approved by the Congress, June 12, 1934), as amended (approved June 5, 1938). Under Title I of the Act, the Authority may reclaim slum squares but only if they contain inhabited areas; it may also acquire property other than that in squares containing inhabited areas but only for the purpose of housing. Title II authorizes the Alley Dwelling

Authority to borrow from the U. S. Housing Authority. All sites acquired, purchased with money from the U. S. Housing Authority, must be developed for low-rent housing. Since the war emergency, which caused a critical housing shortage in Washington, the Authority has changed the emphasis of its program to provide for additional housing on vacant sites, postponing so far as practicable the reclamation of slum areas. After the war, the emphasis will again be on slum reclamation. In addition to its normal program of providing needed low-rent housing, the Authority acted as the agent of the Federal Works Administrator in the construction of 550 dwellings for war workers; 200 of these houses are in the Stoddert Dwelling Project, Ridge and Anacostia Roads, S. E., and 350 in the Highland Project, at Condon Terrace and Atlantic Street, S. E. The Alley Dwelling Authority is managing Knox Hill, Alabama Avenue, Hartford Street and Buena Vista Terrace, S. E., 250 dwellings, constructed by the U. S. Housing Authority. Only certified white civilian employees of the Navy Yard are eligible for these three projects.

Originally a total of 19 projects containing 4500 demountable family dwellings were to be constructed in the metropolitan area of Washington by the Alley Dwelling Authority but due to the lack of materials this number has been cut. The present plan calls for the following projects:

1. Syphax Houses, First and R Streets, S. W. - 146 units, (Negro war workers)
2. Benning Road, Benning Road at 46th Street, S. E. - 138 units (White war workers)
3. 35th Street Houses, 35th and Reservoir Road, N. W. - 75 units (White war workers)
4. Bryant Street Homes, Bryant and W Streets, N. W. - 32 units (Negro war workers)
5. 21st Street Houses, 21st and H Streets, N. E. - 36 units, (Negro war workers)
6. Foote Street Houses, Foote Street and Kenilworth Avenue, N. E. - 168 units (Negro war workers)
7. Monroe Street Houses, Monroe and 7th Streets, N. E. - 90 units (White war workers)
8. Suitland, Maryland Houses, Suitland Road, Suitland, Prince Georges County, Maryland
    a. Carry Houses, 315 units (White war workers)
    b. Phillips Houses, 333 units (White war workers)
9. Fairway, Maryland Houses, Fairway, Montgomery County, Maryland, near Indian Spring golf course - 238 units (White war workers)

10. Canal Street Houses, Canal and P Streets, S. W. - 20 units (White war workers)

11. Anthony Bowen Houses, between K and N Streets and 2nd and Half Streets, S. W. - 86 units (Negro war workers)

12. Fort Drive - 123 units (White war workers)

13. Georgia Avenue Houses, Georgia Avenue and Blair Road, N. W. - 200 units (White war workers)

Besides demountable houses the Alley Dwelling Authority is also planning the construction of about 1200 demolishable houses, built with funds obtained under the Lanham Act, and which will be torn down at the end of the war and sold for salvage and not demounted and put up elsewhere. The Lily Ponds Houses, 500 units for white war workers, will be built near the Shaw Lily Ponds on the east side of the Anacostia River near Benning Road, and another group of 420 for white war workers, Calvert Houses, will be built on the Washington-Baltimore Boulevard at College Park, Maryland.

Other war housing developments under construction by the Alley Dwelling Authority, financed by loans from the Federal Public Housing Authority are:

1. James Creek Dwellings for Negro workers located at M, O, Half and First Street, S. W. - 278 units

2. Stanton Road Dwellings for Negro war workers, Alabama Avenue and Stanton Road, S. E. - 303 units

3. Barry Farm for Negroes, Wade and Sumner Road, S. E. - 442 Units

4. Fort DuPont Addition for white war workers, Ridge and Anacostia Road, S. E. - 64 units

5. Parkside Dwellings for Negro war workers, Kenilworth Avenue and Barnes Lane, N. E. - 373 units.

The rentals for the dwellings are unusually reasonable as compared with similar dwellings. Only certified war workers are eligible for these dwellings; exact eligibility requirements are to be established project by project.

IV. WASHINGTON HOUSING ASSOCIATION

The Washington Housing Association, 902 Barr Building, Mrs. Helen D. Hoffman, Executive Director, is a Community Chest Agency interested in the housing problems of families of low incomes. It is also concerned with finding an adequate supply of housing for people in the District of Columbia, especially Federal workers. The Association has a four-point program:--1. Inspection. 2. Legislative work. 3. Stimulation of new construction. 4. Educational work.

This winter a study is planned of the rights and duties of landlords and tenants. The Association was instrumental in obtaining the new District of Columbia Health Department regulations governing lodging, rooming and boarding houses in Washington; also in the establishment of the Rent Control Act. A study of the Landlord and Tenant Branch of the Municipal Court was made in 1939 which showed the need for a social consultant at the court. Following a demonstration by the Council of Social Agencies, who financed a social consultant for several months, the work was taken over by the Board of Public Welfare. The Association also assisted in the establishment of the Defense Housing Registry.

V. WAR HOUSING UNDER ALEXANDRIA HOUSING AUTHORITY

The Alexandria Housing Authority is constructing the Cameron Valley Homes, 341 units, for white civilian employees of Fort Belvoir and enlisted personnel up to the rank of First Lieutenant and employees of the Naval Torpedo Plant. Chinkapin Village, 300 units, is completed for white employees of the Naval Torpedo Plant. A third project for war workers is Ramsay Homes, 15 units, row houses, for non-commissioned colored officers at Fort Belvoir. Applications for Cameron Valley Homes and Ramsay Homes are received by the Commanding Officer at Fort Belvoir, and for Chinkapin Village by the Personnel Office at the Naval Torpedo Plant.

VI. PRIVATE HOUSING DEVELOPMENTS

Private housing projects are being developed in the metropolitan Washington area. One of the largest is Suitland Manor at Suitland, Prince George's County, Maryland where 650 units of 3-room complete housekeeping suites are being built, and will be ready for occupancy about October 15th. Another large development is the Bancroft Apartments on Columbia Pike, Arlington, Virginia.

The Metropolitan Life Insurance Company is financing a project, composed of 1550 family units, directly across from the Fairlington project in Arlington County, which should be ready for occupancy early in 1943.

Charles J. Rush, Executive Secretary, Washington Real Estate Board, 1417 K Street, N. W. suggested that a study be made of the real estate section of the various newspapers to secure information about private building in the Washington metropolitan area. At present there are not many apartments and houses available but a number are being constructed. Mr. Rush has a file of building permits for apartments issued since January 1, 1942.

VII. HOUSING REGISTRIES

1. List of Room Registries

To meet the needs of war workers, rooms can be secured from the following agencies:--

Washington War Housing Center - 14th & Pennsylvania Avenue, N. E.
Telephone - REpublic 1086

Jewish Community Center - 16th & Que Streets, N. W.
Telephone - DUpont 6162

YWCA - Room Registry Service - 17th & K Streets, N.W.
Telephone - MEtropolitan 2100

Phyllis Wheatley YWCA - 901 Rhode Island Avenue, N. W. (Negro)
Telephone - NOrth 9100

Washington Room Exchange - 1859 Wyoming Avenue, N. W.
Telephone - COlumbia 8560

Women's Center - Catholic Community Center - 1814 N Street, N. W.
Telephone - NAtional 0614

Men's Center - Catholic Community Center - 918 - 10th Street, N. W.
Telephone - REpublic 1527

2. Washington War Housing Center

The Washington War Housing Center, located in the U. S. Information Center Building, 14th Street and Pennsylvania Avenue, N. W., opened October 20th, Joseph Anderson, Director. This is one of the war housing centers which will be established throughout the country under the National Housing Agency. The Center will have five functions:

1. To assemble and dispense information about all types of housing activities, public and private.

2. A listing of all new housing accomodations including public and private, types of accomodations and who is eligible for them.

3. The Homes Conversion program under the National Housing Agency which will give out information and also take applications of home owners willing to lease their homes to the government for war workers, and take applications of those who want to live

in these houses.

4. A listing and inspecting of existing accommodations and referring interested persons to them (room registry).

5. The swapping of homes so that people may live near their place of employment.

The War Housing Center is open from 8:00 A. M. to 9:00 P. M. daily and from 9:00 A. M. to 7:00 P. M. on Sundays. It will serve the metropolitan area including the District of Columbia, Alexandria, Arlington and Fairfax Counties, and Montgomery and Prince George's Counties with offices in Alexandria and Clarendon.

VIII. RENT CONTROL

1. Federal Rent Control

Federal Rent Control operates under the Emergency Price Control Act of 1942, approved by the Congress on January 30, 1942, and is administered by the Office of Price Administration under the direction of the Price Administrator, Leon Henderson, Temporary Building D, 6th and Independence Avenue, S. W. The Deputy Administrator in charge of the Rent Division is Paul Porter.

Federal control of rents covers every type of housing accommodations; houses, apartments, hotels, rooming or boarding houses and trailers. The Administrator has the authority to establish defense rental areas which are areas where defense activities have resulted or threatened to increase rents for housing accommodations. After these areas are declared, sixty days are given to investigate the rents and if they have been raised then Federal control is established. The maximum rent regulations place a ceiling on rents as of a specific date, varying in the different localities. No tenant is to pay more rent for his present living quarters than the rent charged on the maximum rent date if his present quarters have not undergone substantial alterations or change since that date. The Administrator has declared 396 defense rental areas but has not imposed maximum rents in all of these areas. It is unlawful for a person to remove or attempt to remove the tenant from any defense area accommodations because the tenant has taken or proposes to take any action authorized by the Rent Control Act. A person who wilfully violates the Act is subject, upon conviction, to a maximum fine of $5000 and imprisonment for one year.

On April 28, 1942 the Administrator issued an order placing the counties of Montgomery and Prince George's County, Maryland, the city of Alexandria and the counties of Arlington and Fairfax, Virginia in the District of Columbia Suburban Defense Rental Area. The Administrator declared that the maximum rent for housing accommodations rented on January 1, 1941 would be the ceiling for the purpose of the rent freezing order.

On October 5, 1942 Mr. Leon Henderson ordered rentals on dwellings in all parts of the United States stabilized at levels prevailing on March 1, 1942, effective in 60 days. Mr. Henderson extended the Government's rent control authority to the entire country by establishing 45 additional defense rental areas covering each of the States, except Connecticut, Rhode Island and Delaware, which previously had been designated in their entirety. As many sections of the 45 States were already under the Federal rent control program this order covers those areas not previously regulated.

Effective October 20, 1942 Mr. Henderson imposed restrictions on the sale of homes in all Federal rent control areas where such sales would result in the eviction of the present tenants. The purchaser of a house in which there is already a tenant must meet the following two requirements before he can occupy the property himself:

1. One-third of the purchase price must be paid before area rent directors will be permitted to authorize evictions. This requirement, it was stipulated, cannot be met with borrowed money.

2. After issuance of the eviction cetificate, three months must elapse before the present tenant can be forced to vacate.

These restrictions do not effect sales where no change in the occupancy of a house is involved, nor do they effect sales of newly-built or other vacant houses. The regulation provides that the area rent director may waive the two requirements in cases where special hardship would result, such as a forced liquidation of an estate ordered by a court, or if the owner of a house is drafted and needs to sell at once to provide funds for his family.

2. District of Columbia Rent Control

In order to prevent undue rent increases and to regulate housing conditions in Washington, the Congress passed the District of Columbia Emergency Rent Act which became effective on January 2, 1942 when maximum-rent ceilings and minimum-service standards were established to remain in effect until December 31, 1945. The Act provides for an Administrator appointed by the Commissioners of the District of Columbia, who has been a resident of the District for three years. All rents and services were frozen as of January 1, 1941 which meant that no one is required to pay more rent than was being paid for the same housing accommodations on January 1, 1941 unless an adjustment has been approved by the Rent Administrator through an established procedure.

The law applies to rooming houses and rooms in private homes having more than four roomers, boarding houses, houses and apartment houses. The Office of the Administrator of Rent Control, Robert F. Cogswell, is located at 1740 Massachusetts Avenue, N.W.

Petitions may be filed by the landlord or tenant to adjust the maximum-rent ceiling applicable to his housing accommodations on the ground that the rent is higher or lower than the rent generally prevailing for comparable housing accommodations.

Landlords may petition the Administrator to adjust the maximum-rent ceiling or minimum-service standard, or both, to compensate for a substantial raise since January 1, 1941 in taxes or other expenses, or a substantial capital improvement or alteration made since January 1, 1941.

A tenant may petition the Administrator on the ground that the service supplied to him is less than the service established by the minimum-service standard for his housing accommodations and the landlord may petition to reduce the service supplied by him in connection with any housing accommodations.

A tenant may petition to adjust the maximum-rent ceiling applicable to his housing accommodations on the ground that such maximum-rent ceiling permits the landlord to charge an unusually high rent.

No action can be taken by the landlord against the tenant, even if the tenant has no lease or his lease has expired, as long as the tenant continues to pay his rent unless:--

1. The tenant is violating an obligation of his tenancy except refusal to pay a higher rent than permitted under the Rent Control Act, or is committing a nuisance or using the housing accommodations for an immoral or illegal purpose or for other than living or dwelling purposes.

2. The landlord wishes to recover possession of the property for his immediate and personal use and occupancy as a dwelling.

3. The landlord has contracted in writing to sell the property for immediate and personal use and occupancy as a dwelling by the purchaser.

4. The landlord wants to recover possession for the immediate purpose of substantially altering, remodeling or demolishing the property or replacing it with new construction, the plans for which have been approved by the Commissioners of the District of Columbia.

It is unlawful to remove or attempt to remove a person from any housing accommodation because he has taken or proposes to take action authorized by the rent Control Act.

A petition filed by a landlord or tenant is referred to an examiner who arranges a hearing between the landlord and the tenant following which the examiner makes findings of fact and recommends an appropriate order which can be reviewed on request by the Administrator within five days. If no such review is requested the recommended order is considered that of the Administrator.

Within ten days after an order is issued by the Administrator, following a petition for adjustment, any person involved may file a petition to review such action in the Municipal Court of the District of Columbia.

A person violating the Rent Control Act will be prosecuted by the Corporation Counsel of the District of Columbia or one of his assistants on information filed in the Police Court of the District of Columbia and upon conviction be fined not more than $1000 or imprisoned for not more than one year or both.

By order of the rent control administrator, effective November 1, 1942 the maximum-rent ceiling is to be zero on all housing accommodations within the District of Columbia not rented on January 1, 1941 or within the year ending on that date, for which no maximum-rent ceiling has been determined, until an application is filed in duplicate at the rent control office. For dwellings not rented on the date of the order, September 30, 1942, an application must be filed before a tenant is given possession of the property. Until the Administrator acts upon the application, the first rent received since January 1, 1941 will be the maximum-rent ceiling.

Another order of the Administrator, issued September 30, 1942 states that before a landlord serves any notice on the tenants to quit the premises, he must file in the rent control office a true copy of the notice or a basis for the action to be taken, with a statement giving the terms of the tenancy, the grounds on which repossession is sought, and the future intended use of the dwelling. This order excepts:

1. Housing accommodations defined as hotels.

2. Those which are non-housekeeping, furnished, dwelling units located within a single family dwelling not used as a rooming or boarding house and the remaining portion of which dwelling is occupied by the landlord or his immediate family.

3. Housing accommodations of which possession is sought for non-payment of rent not in excess of the maximum-rent ceiling for the dwelling unit involved.

Every dwelling repossessed after January 1, 1942 will have a maximum-rent ceiling of zero until the landlord files an application to have the rent ceiling determined anew by the Administrator.

IX. HOUSING STANDARDS

1. Women's Bureau, Department of Labor - Minimum Accommodations Standards

The Women's Bureau, Department of Labor, in a recent publication, "Recreation and Housing for Women War Workers," Bulletin No. 190 recommends certain standards for rooming accommodations. Individuals seeking rooms should be encouraged to appraise them according to the following standards:

Single room, if possible, or a double room with not more than two persons and with separate beds for each.

Rooms to be of sufficient size not to crowd their occupants.

Privacy to be guaranteed by having any door leading into the room provided with a lock and key and the room not to be used as a passageway to another room.

For ventilation of the room, at least one window that will open, overlooking a street or yard but not an air-shaft, and cross-ventilation by means of a second window, transom or a shuttered door, if possible.

Electric light in the room--adequate for reading or sewing at night.

Closet or wardrobe that can be locked, preferably one for each occupant.

Minimum furniture and furnishings to make the room comfortable should have:

Bureau or chest of drawers; one for each person in a double room.
One or more chairs, at least one an upholstered chair.
Two or more chairs in a double room.
Desk or small table.
Rug or floor covering.
Window shades or curtains.
Bed with good spring and mattress, clean and free of vermin.
One bed for each person in a double room is desirable.
Two warm blankets or a comfort and a blanket.
Clean bedding and towels each week.

A modern bath or shower and toilet in good repair on the same floor with the room.

Proper heating arrangements.

If possible, facilities on premises and priveleges for laundering of clothing.

A place on premises for entertaining guests, elsewhere than in the bedroom.

2. District of Columbia Health Department - Minimum Health Standards

On May 20, 1942 new lodging, rooming and boarding house regulations were adopted and incorporated in the Laws and Regulations relating to Public Health in the District of Columbia. A digest of these regulations follows:--

ARTICLE I. Administrative Procedure

1. No license to operate or conduct a lodging house, rooming house, or boarding house within the District of Columbia will be issued unless the Health Officer certifies these regulations have been complied with and unless the Major and Superintendent of Police certifies that the applicant is of good moral character. If the licensee does not superintend in person the operation of the lodging, rooming, or boarding house, he must designate a manager who superintends the operation but no person is to be designated manager unless the Major and Superintendent of Police certify that such a person is of good moral character. The licensee should post the license in a conspicuous place.

2. The Health Officer or his appointed representatives have the right to enter any lodging, rooming or boarding house for the purpose of inspection at all reasonable hours.

3. When any lodging, rooming or boarding house does not comply with the regulations, the Health Officer, in his discretion may place upon the rooms used for purposes of habitation a placard declaring these rooms unfit for human habitation and no one but the Health Officer or his authorized agent can remove the placard.

4. The Health Officer will make periodic inspection of lodging, rooming and boarding houses and require such improvements and repairs as are necessary to comply with the requirements of the Laws and Regulations relating to Public Health in the District of Columbia.

ARTICLE II. Definitions.

1. "Boarding house"--any building where meals or lunches are furnished for profit to four or more transients who have sleeping accommodations on the premises or to four or more boarders.

2. "Employee"--means any person who handles food or drink during preparation or serving, or who comes in contact with any eating or cooking utensils.

3. "Lodging house"--a building or part of it in which sleeping quarters are provided to accommodate four or more transients.

4. "Rooming house"--any building or part of it, other than a hotel or private club, containing sleeping accommodations occupied for a consideration by four or more persons who are not members of the immediate family of the owner or lessee of the building and these accommodations do not form a separate household unit or units with bath and kitchen exclusively for the use of the persons occupying them.

ARTICLE III. General Provisions Applicable to Lodging, Rooming and Boarding Houses.

1. Violation of any of the provisions of these regulations or the failure to comply with any of the requirements will be grounds for the revocation of any license issued for any lodging, rooming or boarding house but before such license is revoked the licensee will be given an opportunity to answer the charges against him.

2. All managers or proprietors of lodging, rooming or boarding houses must register their full name and the location of their house at the Health Office.

3. Any person violating any of the provisions of the regulations will upon conviction be punished by a fine of not more than $300.00.

4. No room is to be used that is not provided, during the fly and mosquito breeding season, with screens of at least 16 meshes to the inch, and the dwelling should be provided with outside screen doors which open outwardly and are self-closing.

5. All necessary precautions are to be taken to keep the premises of a lodging, rooming or boarding house free from rats or vermin. No building is to be used if it or any part of it, or the furniture or bedding in the house is not kept free of vermin.

6. Adequate and sufficient garbage receptacles, each watertight and with a tight cover are to be provided.

7. Miscellaneous provisions:

   a. The surroundings of all lodging, rooming and boarding houses must be kept clean and free of litter or rubbish.

   b. No sleeping facilities are to be permitted in any room which is a part of any room where food is prepared, served or stored, or in which utensils are washed or stored.

   c. A register is to be kept in which are listed the names of all persons occupying rooms in the lodging or rooming house.

d. No room is to be assigned to two persons of the opposite sex except in the case of children accompanied by parent or guardian, unless such persons are registered as husband and wife.

e. There is to be a lock on each door of each room used for sleeping purposes, the necessary keys furnished for each lock.

ARTICLE IV. Special Provisions Applicable to Boarding Houses.

1. Every manager or operating manager of a boarding house in the District of Columbia where meals or lunches are served to ten or more persons must obtain from the Health Officer a Manager's Certificate. This certificate is obtained by making application at the Health Department and undergoing an examination before a board consisting of three persons, the chairman to be either the Director of Food Inspection of the Health Department or his assistant, and the other members to be persons employed in the Health Department and designated by the Health Officer.

2. Floors, walls and ceilings must be kept clean and in a safe and sanitary condition.

3. Adequate lighting and ventilation should be provided in all rooms where food is prepared or served.

4. All common eating or drinking utensils must be sterilized.

5. Food and drink must be wholesome, unadulterated and free from spoilage.

6. Perishable food or drink should be kept below 45° F. except when being prepared or served.

7. Employees are subject to examinations and tests made by the Health Department at any time.

8. Employees must dress in clean garments and keep their hands clean.

9. Sugar is to be dispensed in containers which are to be kept clean, except lump sugar which is individually wrapped.

10. No cracked or chipped china or glassware is to be used but must be discarded.

ARTICLE V. Minimum Standards Applicable to Lodging, Rooming and Boarding Houses.

1. No room is to be used for sleeping purposes without at least 50 square feet of floor space provided for each person occupying the room.

2. Each room must have one or more windows opening to the outside air and equivalent in glass area to at least 12½% of the floor area of the room. Adequate artificial lighting must be provided which will give an intensity of 6 foot candles for general habitation, and 10 foot candles for reading, measured at a distance of from 32 to 36 inches above the floor.

3. Rooms are to have a temperature of at least 70° F. between 7:00 A.M. and 10:00 P.M. whenever occupied.

4. Each room must have an openable window area for ventilation purposes of at least 6¼ of the floor area except mechanical ventilation systems may be substituted for natural ventilation.

5. No rooms are to be provided with mattresses made of moss, sea grass, excelsior, husks, or shoddy. All bedding must be kept clean; clean pillow slips and sheets are to be provided once a week, and a clean set for each succeeding guest.

6. Toilets and bathrooms must be provided for each ten occupants and kept in good condition. Individual bath and face towels must be provided at least twice weekly and a clean set for each succeeding guest.

7. Hallways and stairs should be lighted by artificial illumination if not adequately lighted by daylight and kept free from obstructions.

8. Floors, stairs, walls, ceilings, doors and windows in the building must be kept in a safe and sanitary condition. Broken and loose plaster or other wall covering is to be removed and replaced.

The procedure necessary to secure a license under the new regulations of the District of Columbia Health Department governing lodging, rooming and boarding houses is that a person first makes application for a Certificate of Occupancy, cost $2.00, to determine if the building is located in the correct housing zone. If this is correct, application is then made for a license for a rooming or lodging house. The fee is $5.00 annually for a license for a rooming house, $10.00 for a lodging house of four to nine people, and $15.00 for ten or more people.

After the Certificate of Occupancy is obtained, application is made for the license, followed by inspection by the Fire Department, Building, Plumbing and Electrical Departments and the Health Department. After the building passes these inspections the licensee or his manager must be certified by the Police Department that he is of good moral character, after which the license is issued. This procedure is to be followed annually. The Health Department will inspect not less than four times a year. At present they have twenty-three inspectors for all inspection work and eight more inspectors are to be added this year. The average time to secure a license, following the date of application, is between two and three weeks.

CROSS REFERENCE SHEET

Name or Subject File No.

War Material 387

Regarding Date

Material Collected during the War by Individuals and Organizations on Subjects pertaining to the Women in Industry Service or the Women's Bureau

SEE

Name or Subject File No.

Material filed under the name of the Various Organizations

(OVER)

File cross reference form under name or subject at top of the sheet and by the latest date of papers. Describe matter for identification purposes. The papers, themselves should be filed under name or subject after "SEE."

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If any of this material is not located under file number indicated, it may be in a collection of material sent to Archives about 1940.

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Nell Giles came to see me several months ago. She was a writer and radio broadcaster, along beauty culture lines, etc., but she wanted to do something more worth while in the war situation. She wanted to get a job and write about it. Ethel Erickson and I advised her, gave her our Women's Bureau material, put her on the mailing list.

These clippings which she sent me with a letter August 14 are the result. I think she's done a fine job. I feel she's my Galatea!

Mary V. Robinson

I'm going to answer her letter, naturally.

Files ~~87~~

War file

INDUSTRIAL MOBILIZATION PLAN
Revised - 1936

CONTROL OF ECONOMIC RESOURCES AND MOBILIZATION OF INDUSTRY

Organizational Plans:

- General
- Organization of the Executive Branch of the Government of the United States
  - General
  - The Cabinet
  - Advisory Defense Council
  - War Resources Administration
  - War Trade Administration
  - * War Labor Administration
  - Public Relations Administration
  - Selective Service Administration
  - Other Administrations
  - Price Control Commission
  - War Finance Control Commission
  - National War Service Corporations

Taken from - Industrial Mobilization Plan - Revised 1936

* WAR LABOR ADMINISTRATION

Section I - BUREAU OF WOMEN AND MINORS

1. General.

This Bureau studies all problems peculiar to the employment of women and minors in industry and recommends regulations regarding their employment.

While the Bureau is itself primarily an advisory rather than an administrative agency, the peculiar nature of its work will call for a comprehensive organization to be composed of specialists in their various fields. Both advisory and administrative agencies of the Bureau will work in constant, though informal, contact with all other agencies of the War Labor Administration, particularly the employment service and the Requirements and Statistics Bureau.

2. Advisory agencies.

a. Council of housing and transportation. - The council will keep informed of the progress of infiltration of women into industry and commerce, particularly where the migration of considerable numbers is involved. All migration involving change of residence is to be considered. The council's recommendations regarding the housing and transportation of these workers will consider their families also in cases where the welfare of children is involved.

b. Legal council. - For several reasons, the statutes of the various States prescribe certain restrictions in the hours and conditions of employment of women and minors in industry. Other restrictions are brought about through regulations issued by various authorized Federal and State agencies, by agreements with trade unions, and in other ways. Many of these regulations and restrictions are expedient rather than necessary to the well-being of either the Nation or the workers. In a national emergency much of this expediency is lost and the operation of some of these regulations and restrictions may well be suspended.

The division has the double function of recommending in appripriate cases the suspension in whole or in part of such restrictions and, with the cooperation of the division of public relations, of securing the approval of public opinion to the action taken.

3. Administrative agencies.

a. Woman wage-earner's division. - In normal times there are approximately 10,000,000 women and girls over 16 years of age employed in industry, commerce, and the professions. The specific mission of this division is to divert the greatest possible number of these, particularly those engaged in mechanical and correlated scientific work, to munitions and essential civilian industries. This task will be largely educational in cooperation with the division of public relations.

The division also must be prepared to undertake an active recruiting campaign in cooperation with the employment service for the securing, training, and infiltration of women, not gainfully employed, into industry, commerce, and auxiliary services to fill vacancies caused by the withdrawal of men to the colors and to provide for the labor expansion of many essential industries.

The work of the division will be divided among three sections:

(1) Section of women labor employed in commercial and routine office occupations. - This section recommends methods to meet the needs of war and essential civilian industries for trained women. This includes the transfer of women factory workers from plants of lesser to those of greater essentiality.

(2) Section of highly trained women labor employed in administrative, professional, and scientific research positions. - This section recommends methods to meet the needs of essential industries for women of exceptional training in highly specialized fields.

(3) Section of woman labor required for service with troops. - This section is charged with locating women who comply with the occupational specifications of the War and Navy Departments, and aiding any agencies of these Departments which may be established for the purpose of recruiting women of such classifications for duty with the armed forces.

b. Social and economic welfare division. - The accumulation of large numbers of women in restricted industrial areas to meet the labor demands of expanded essential industries presents serious problems in the maintenance of their social and economic welfare. This division through decentralized welfare units working under State organizations maintains social welfare agencies within the various industrial facilities as well as providing for social contact and aid during the leisure hours of employed women.

c. Minors division. - While the employment of children under the age of 16 years in industry or agriculture will be avoided wherever possible, it must be recognized from the beginning that the nature of the emergency may require such employment in its later stages. In the earlier stages, minors over 18 years of age, and in some cases over 16 years, can be utilized to advantage. The safeguarding of the morals and the physical health of such employed minors is the subject of the particular study of this division. This division further recommends regulations covering the employment of minors and their training for such employment, and lists classes of occupations from which they should be excluded.

May 13, 1938.

War file

Langston Project,
U. S. Housing Authority.

Dear Miss Smith,

Referring to my telephone conversation with you today, I am writing this to indicate that the bearer is Mr. Nathan Jones, an applicant for an apartment in the Langston Project, whom we discussed. Miss Anderson, the Director of the Women's Bureau and I will appreciate any assistance you can give him in the matter of his securing an apartment.

Judging from his work in our bureau we feel that he would be from the viewpoint of the management of the project a very desirable tenant, and as we understand that he is at present living under very unsatisfactory conditions, he is in need of definitely better quarters.

I thank you again for your courtesy and cooperation.

Very truly yours,

Mary V. Robinson, Director,
Division of Public Information.

Encl.

December 20, 1940 nat'l Def

Mrs. W. B. Moore   Chairman of Americanism, Federated Clubs
Box 365
Rock Hill, South Carolina

My dear Mrs. Moore:

I have your recent communication in regard to the work of women for national defense. In the first place, I think you will be interested in reading some of the material which I am enclosing.

You may have seen in the newspapers, since your card was written, notice that at a recent press conference Mrs. Roosevelt said it would be wisest for women to continue carrying on certain kinds of work needed locally until some general plan was worked out, sponsored by the government. Also, that she hoped such a plan would be available before long. She went on to say that such a plan should include an opportunity for women to get training; and plans for women to render valuable services within their own communities.

Recently a conference of women who were officials of national women's organizations and experts in various fields was held at Vassar College. The need was stressed for building up the background of democratic life within our own communities by organizing today the kinds of things needed in the individual communities; this might include educational work, social work, attention to housing, or a long series of other matters depending on the special needs of the particular community. I know this does not sound like a very spectacular thing, but we do have to realize that the defense of democracy means building into the hearts of the people in the communities the belief that our way of life is worthwhile. It means going on doing what we have been doing, but doing it better than ever before.

One of the things that we have been especially interested in has been the effort to secure opportunities for women to receive training in connection with the training programs that have been developed for defense industries. I believe that if you will read the enclosed material you may find interesting leads through them for your own community work.

Sincerely yours,

MEP:ld
Enclosures   Mary Anderson, Director
Spec.Bul.1, Women's Vocational Training Needs, Processes,
Report of Conference, Nov.1940 Labor Information Bul.

Friday

Rock Hill S.C.
14 Dec. 1940

The Women's Bureau,
Washington D.C.

Will you kindly give me information on "Effective Industrial use of Women in the Defense Program"-

As chairman of Americanism of Fed. Clubs (10 in number) in Rock Hill, I wish we could set up a local unit for Nat. Defence — Please advise me —

Very truly yours
(Mrs. D.B.) Julia-Brent Minor Moore
Box 365, Rock Hill, S.C.

From Box 365-
Rock Hill S.C.

WOMEN'S B
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S.C.

THIS SIDE OF CARD IS FOR ADDRESS

Women's Bureau
Washington
D.C.

File 391

Williamsport
Adult School

1046 WEST THIRD STREET · WILLIAMSPORT, PENNSYLVANIA
HELEN S. TRAFFORD, ADULT SCHOOL COORDINATOR

December 17, 1940

WOMEN'S BUREAU
DEC 19 1940
DEPARTMENT OF LABOR

Miss Bertha M. Nienburg
Assistant Director, Woman's Bureau
United States Department of Labor
Washington, D. C.

War file

My dear Miss Nienburg:

Thank you for your letter of December 11. We shall get in touch with the Quartermaster's Depot in Philadelphia immediately. Certainly it is worth trying to see if they will accept our standards of workmanship, and I believe that they will since they are unable to secure enough workers with Civil Service ratings.

I will be very glad to let you know if they are willing to furnish us with materials for our project.

With kind regards to Miss Erickson.

Sincerely yours,

Helen S. Trafford

Helen S. Trafford

HST:LB

Lir

December 16, 1940

Miss Helen S. Trafford, Coordinator
Williamsport Adult School
1046 West Third Street
Williamsport, Pennsylvania

My dear Miss Trafford:

Miss Erickson was called home by the death of her father, therefore, I am answering your letter of December 2.

The quartermaster's depot at Philadelphia handles all orders for Army clothing for this region. I would suggest that you get in touch with them and determine whether or not they would accept your standards of workmanship. I have been told that they have not been able to secure enough workers at the depot. They operate at very high speed and until the present emergency workers had to pass a Civil Service test before they are admitted. They might see in your unit a possibility of a feeder for the depot in experience. At least it is worth while getting in touch with them.

Sincerely,

Bertha M. Nienburg,
Assistant Director

December 4, 1940

Dear E.R.:

I am not sure of the background of this letter. Will you let us know so we can see what can be done?? Does she refer only to army garments?

B.M. Nienburg

See letter of
Dec 7, 1940 from
Miss E. Erickson
F. 113

WILLIAMSPORT ADULT SCHOOL

1046 WEST THIRD STREET
WILLIAMSPORT, PENNSYLVANIA

December 2, 1940

WOMEN'S BUREAU
DEC 4 1940
DEPARTMENT OF LABOR

Miss Ethel Erickson, Field Supervisor
U.S. Department of Labor, Women's Bureau
Washington, D. C.

Dear Miss Erickson:

Thank you for the bulletins which you sent to Dr. Parkes, which he passed on to us.

Mr. Fred. J. Livingston, County Supervisor of the National Youth Administration, has received word from the State Office advising him that power equipment would be furnished for industrial training, providing we could secure materials in sufficient quantities to carry on a project on a production basis, and providing further, that we secure the proper location.

Will you please advise us whether there exists the possibility of securing material from the War Department in sufficient quantities for a project of the description which Mr. Livingston has in mind?

While the American Red Cross has considerable sewing to do, they have indicated that material would not be available for an N. Y. A. project.

Sincerely yours,

Helen S. Trafford

Helen S. Trafford, Coordinator
Williamsport Adult School

October 31, 1940.

Warfield

Mrs. Roberta Jones
49 Ord Court
San Francisco, Calif.

My dear Mrs. Jones:

At the request of Congressman Havenner, we are sending you our bulletins "Women at Work", and "Standards for Employment of Women in Industry", and our recent bulletin, "Effective Industrial Use of Women in the Defense Program", together with our list of publications. If you are interested in any special industrial situation for working women we shall be glad to send you our bulletin in that field; you will note that our publications list is classified according to the subject, for convenience in selecting reports covering different phases of working women's problems - wages, hours of work, responsibility for family support, industrial injuries and occupational diseases, occupational employment, and so on.

In answer to your further request for material on American women in their homes and in other fields of activity, I believe that you will find the book, "The American Woman", by Ernest R. Groves, the best source for this information. I am sure it is available in the San Francisco public library. It is comprehensive in treatment, well documented, and gives an historical background, as well as a present picture of the American woman. Another reference you could consult is "Living Tradition", by Simon Strunsky; the material in his chapter on women is interestingly presented to show woman's present status in relation to the past.

Hoping this material will be useful, I am,

Sincerely yours,

Mary Anderson, Director.

MVR:RN
ec

Copy to: Hon. Franck R. Havenner

FRANCK R. HAVENNER
FOURTH DISTRICT
CALIFORNIA

COMMITTEE ON NAVAL AFFAIRS

Congress of the United States
House of Representatives
Washington, D. C.

October 28, 1940.

WOMEN'S BUREAU.
OCT 29 1940
DEPARTMENT OF LABOR

Miss Mary Anderson,
Director, Women's Bureau,
Department of Labor,
Washington, D.C.

Dear Miss Anderson:

I have received a request from Mrs. Roberta Jones, 49 Ord Court, San Francisco, California, for statistical and informational material on American women in their homes, in industry and in other fields of activity.

I will greatly appreciate it if you will forward Mrs. Jones all material available on this subject.

Sincerely yours,

Franck R. Havenner

October 10, 1940

War file

Mrs. Bernard Strauss
2112 California Street
San Francisco, California

My dear Mrs. Strauss:

Your letter in regard to the training of women in the defense program has been received.

The Women's Bureau has been very much interested in this subject. We understand, however, that the training programs for defense that are being organized on a large scale through the local educational and vocational training agencies have, up to the present time, not included many women. Of course, the occupations that are being trained for have been to a very large extent thought of as men's occupations, but during the last war there were very many women so employed. I am sending you mimeographed material of the Women's Bureau listing some of these occupations, for example in metal work and in chemical supply work, that were performed by women.

I believe that interested local persons, such as yourself, could stimulate local school authorities to take account of training for girls and women in connection with the programs being furthered by educational authorities. There already are a few cases where this is being done, and it is very probable that girls and women will be needed. At the present time, with so many men on the unemployment rolls, the first call is to place the unemployed in jobs. It is partly for this reason, as well as for the reason that the jobs being filled have for the most part been considered types of work done by men, that insufficient attention has been given as yet to the training of women.

There are certain very definite skills needed by women in some of the industrial employments to which they will be called. Employers tell us that for many types of industrial and clerical jobs women need training in ability to read blueprints, and in shop mathematics and shop practice. I believe that local educational authorities would do well to include women in the classes in which such instruction is given.

I think you also will be interested in certain material of the Women's Bureau recently issued in connection with the defense program, which I am enclosing.

Sincerely yours,

Mary Anderson, Director

Enclosures
[illegible]:ld

WOMEN'S BUREAU
OCT 9 1940
DEPARTMENT OF LABOR

MRS. BERNARD STRAUSS
2112 CALIFORNIA STREET
SAN FRANCISCO

Oct. 5, 1940

My dear Miss Anderson:

Upon the suggestion of Mr. Wagonet, our director of the State Employment Service, I am taking the liberty of addressing this communication to you with the hope that I may receive the information I desire.

I am greatly interested in the subject of training of girls and women for the defense program. What steps are being taken by any present government agency to prepare women for industry when men leave employemt for army service? What agency, if any, is giving particular attention to girls activities along these lines. We hear much of ship fitters, carpenter, and airplane construction for boys- but what about girls? girls projects? girls training in defense? in industry? Aren't employers thinking of labor in terms of women where women ordinarily are not thought of?

In 1937 I visited the youth defense program in England and found girls very much a part of the plan. I shall greatly appreciate a reply from you or any information that may direct me to the government department which is planning thinking, and organizing along these lines.

May I thank you in advance for any attention you may give my query.

Sincerely yours,

(Mrs. B) Evelyn Strauss

(Mrs. B) Evelyn Strauss

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June 7, 1940

Mary V. Robinson, Director
Division of Public Information
U. S. Dept. of Labor
Women's Bureau
Washington, D. C.

Dear Miss Robinson:

Under separate cover we are returning the three photographs of various processes of the shoe and leather industry.

We wish to thank you for your courtesy in this matter.

Sincerely yours,

rwd/sj
uopwa
no.16

U. S. DEPARTMENT OF LABOR
WOMEN'S BUREAU
WASHINGTON

May 2, 1940.

Mr. Robert W. Dunn
Labor Research Association
Room 634, 80 E. 11th St.
New York City.

My dear Mr. Dunn:

Relative to your request of April 30, concerning pictures pertaining to the "various processes of the shoe or leather industries", we are enclosing three which we hope will serve the purpose for which you desire them.

Sincerely yours,

Mary V. Robinson

Mary V. Robinson, Director
Division of Public Information.

Return with
brief note
of thanks

399
File

Williamsport TECHNICAL INSTITUTE

A DIVISION OF THE SCHOOL DISTRICT OF THE CITY OF WILLIAMSPORT, PENNSYLVANIA

1046 WEST THIRD ST.

2-7554

December 31, 1941. War file

WOMEN'S BUREAU
JAN 2 1942
DEPARTMENT OF LABOR

Mary Anderson, Director
U. S. Department of Labor
Women's Bureau
Washington, D.C.

Dear Miss Anderson:

Please accept our thanks for the copy of the bulletin on the demand for women in defense industries. I am glad to state that this school has been accepting women for training in aviation trades and drafting for several years with complete success. We have now opened our entire school to women on exactly the same basis as for men, except that men who are unemployed or on the verge of unemployment have priority.

I hope you will approve of our policy of admitting women to the regular classes, as opposed to establishing special classes for women. Our experience has shown that the girls ask no special privileges and sometimes outpace the boys.

W on aircraft

no reply – file
MA/DHS

Very truly yours

G H Parkes

G. H. Parkes
Director
WILLIAMSPORT TECHNICAL INSTITUTE

GHP/ES

December 18, 1941

War file

Miss Julia E. Silverman
201 West 89th Street
New York, New York

My dear Miss Silverman:

Thank you so much for your report on the parachute plant at Manchester. We are very glad to have this information as due to our limited staff we have not been able to survey parachute plants as yet.

We disagree with you in one particular and that is your claim that sewing machine operation is one of the few defense jobs women can do. While that seems to be the general consensus among men there are many fields in which women can operate. For your information I am sending you our instrument study. There are many instrument plants in New York State. If women were given a general acquaintance with metals, tools and measuring apparatus, they would become skilled workers in this type of plant.

Sincerely,

Bertha M. Nienburg,
Assistant Director

BMN:LW

Rept not attached
when rec'd in file
M. G.

201 West 89th Street
New York, N.Y. Dec. 12, 1941

Mary Anderson
Women's Bureau
Washington, D.C.

OMEN'S BU
EC 13

My dear Miss Anderson:

I think this report will interest you.

Very truly yours
Julia E. Silverman

STANDARD FORM No. 14
APPROVED BY THE PRESIDENT
MARCH 10, 1926

TELEGRAM

OFFICIAL BUSINESS—GOVERNMENT RATES

~~221~~

FROM Labor Dept.

BUREAU Women's

CHG. APPROPRIATION Salaries and Expenses

War file

U. S. GOVERNMENT PRINTING OFFICE 10—1723

December 16, 1941

Mr. H. C. Talmadge
Lockheed Aircraft
Burbank, California

EMERGENCY DEMANDS THAT THE AIRCRAFT INDUSTRY OPERATE ON A 24-HOUR BASIS. IT IS ESSENTIAL THAT WOMAN LABOR BE USED ON ALL THREE SHIFTS. I AM SURE YOU WILL HAVE THE COOPERATION OF STATE OFFICIALS AND ORGANIZED LABOR IN MAKING THE NECESSARY ADJUSTMENTS IN EXISTING REGULATIONS OR RULINGS FOR THE PERIOD OF THE EMERGENCY.

221

MARY ANDERSON, DIRECTOR
WOMEN'S BUREAU

CLARA M. BEYER, ASSISTANT DIRECTOR
DIVISION OF LABOR STANDARDS

MA:IS
CB:

Copy sent Miss Erickson
" " Mrs Beyer

Files

No answer nec.

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EXECUTIVE OFFICE OF THE PRESIDENT
OFFICE FOR EMERGENCY MANAGEMENT
WASHINGTON, D.C.

December 12, 1941

Miss Mary Robinson
Director of Public Information
Women's Bureau
Department of Labor
Washington, D C.

Dear Miss Robinson:

At the request of Mr. Hargrave of the OPA Consumer Division we are pleased to send you herewith pictures of Sunie Steele, Frances Williams and Laura R. Daly.

Sincerely,

Wm M Nelson B
William M. Nelson
Chief, Photographic Unit
Division of Information

WMN:BH
Enclosures

November 24, 1941

War file

Miss Frances E. McGarvey
34-16 Ninety-Third Street
Jackson Heights, New York

My dear Miss McGarvey:

Replying to your letter in regard to the numbers of women employed before and after the last world war: The Women's Bureau made a study at that time in over 400 industrial plants to find out (1) the number of women employed before the war, (2) the number employed during and as a result of the war, and (3) the number of those that were in new positions as against the number that were taking the places of men who had been called to the army. This bulletin is no longer in print but you could investigate it at some library. It is Bulletin No. 12, The New Position of Women in Industry (1920). We have mimeographed material that gives some indication as to the summary of findings from the bulletin just discussed and I am enclosing a copy of this material.

Of course, this will not give you the total number since there is no source for obtaining that information, but this study gives an indication of the extent to which women were newly employed at that time as a result of war industries. There are no total figures that deal with "business and industry" other than those published by the decennial censuses. I am sending you our material showing the changes in these numbers by occupations up through 1930 (Bul.104-A, The Occupational Progress of Women). Figures for 1940 are not yet available by industry and will not be completed probably until next spring.

As to your question on the numbers now available, this would have to be determined by estimate since there are no complete figures that can be used. From figures collected in the Spring of 1940 through the Employment Services of the 48 States, the Women's Bureau estimated that some two million women were immediately available, many of them already experienced in skills that could fit into the defense program. As to the number at the present time, there are no complete figures. However, I am sending you a copy of a very rough estimate that we have made. This is not to be released until early in January when it will appear in the January issue of The Woman Worker.

In regard to women, of course the great question is one of training. Most women do not as yet have the type of training to enable them to fit into the work in defense industries. This is gradually being taken care of through training programs and by training on the job, but there still is relatively little focus of the public mind toward the placement of women in defense jobs. Consequently, two things have to be done: (1) To see that women have training for such jobs because for the most part they require highly technical qualifications, and (2) To educate the public, and especially employers, to the kind of things women can do.

The Women's Bureau has made field surveys of certain of the industries most important in defense in order to see exactly what processes women are performing and what processes they could perform. You will be interested to see certain of these which I am enclosing.

In regard to comparative salaries of men and women: Of course, pay differs according to the individual job and the stage that the worker has reached in the job. Therefore, no general statement can be made. It usually is true, however, that women receive considerably less than men. I am sending you one of our bulletins, published sometime back, that gives indications as to the general wage standards for the two sexes.

Hoping this information will be of interest to you, I am

Sincerely yours,

Mary Anderson, Director

MEP:ld
Enclosures
Mimeo, Increase in Woman Employment, 104-A, 155, Small arms, Artillery, and Aircraft multiliths

34-16 93 St
Jackson Heights, N.Y.
November 17, 1941

WOMEN'S BUREAU
NOV 19 1941
DEPARTMENT OF LABOR

RECEIVED
NOV 19 1941
DEPT. OF LABOR

Dept of Labor
Washington, D.C.

Gentlemen:-

Can you furnish me with statistics or refer me to a reliable source for information relative to the following points.

1. the number

national emergency..

5. The comparative salaries of men and women in comparable positions in each of the first three preceding items.

6. If possible, the effect on the unemployment situation after the first World War of the employment of women.

Thank you for your courtesy.

Respectfully yours
(Miss) Frances E. McGarry.

of women in business
and industry prior
to the last World
War,

2 The number immediately
after the first World
War -

3. The number in
business and industry
to-day

4 The number
available to take
positions that may
be vacated by men
during our present

Gen files
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OFFICE OF PRODUCTION MANAGEMENT
SOCIAL SECURITY BUILDING
WASHINGTON, D. C.

TRAINING WITHIN INDUSTRY
DISTRICT OFFICE

3106 Baltimore Trust Bldg.
Phone: Plaza 1654.

November 7, 1941.

Miss Mary Anderson
Director, Women's Bureau
U. S. Department of Labor
Washington, D. C.

My dear Miss Anderson:

It has just come to my attention that your letter of September 20, covering the transmittal of some of your Bureau's publications for which I had asked, has not been acknowledged. Please accept my apologies and rest assured that the material has been most helpful.

Baltimore is faced with a critical shortage of labor, and the use of women for factory work is going to play a prominent part in solving this problem. As you probably know, we have recently made a significant start in this direction with the employment of women at the Glenn L. Martin Company.

Sincerely yours,

Charles R. Hook Jr.

Charles R. Hook, Jr.,
District Representative.

HTD/b

5

Files
278

Govt

January 2, 1946

Mrs. Ella Roller
Information Specialist
Room 3303
Office of Price Administration
Washington, D. C.

Dear Mrs. Roller:

We are returning herewith the two O.P.A. charts Mrs. Nason borrowed from you in October as examples of display material we might use in developing our materials on Equal Pay for Women. Our information section asks me to say that they found the charts and illustrations especially suggestive and have taken the liberty of tracing some of the figures that might be adapted frequently to Women's Bureau publications.

I am also enclosing some of our recent publications which may be of interest to you.

We appreciate greatly your cooperation in loaning us these charts and hope you will express our thanks to those responsible for their development and use.

Cordially yours,

FSM:RCN:cje

Frieda S. Miller, Director

O.P.A

Govt

December 18, 1943

Mrs. Philip L. Crowlie
Special Assistant to the Deputy
Administrator
Office of Price Administration
Washington, D. C.

843

My dear Mrs. Crowlie:

I want to thank you for sending me the clipping from the Huron, South Dakota, newspaper. I, too, was shocked to discover that hours as long as 11 and 66 were authorized by the Governor. I have written to the Labor Commissioner of the State, telling him our position concerning such long hours for women. In view of the fact that the Governor has issued executive orders authorizing such hours, I am not sure how successful we will be in our protest.

Sincerely yours,

MA:LS:MMG

Mary Anderson, Director

OFFICE OF PRICE ADMINISTRATION
WASHINGTON, D. C.

WOMEN'S BUREAU
DEC 15 1943
DEPARTMENT OF LABOR

December 14, 1943

Miss Mary Anderson
Women's Bureau
Department of Labor
Constitution Avenue and
14th Street, N. W.
Washington, D. C.

Dear Miss Anderson:

Enclosed is a copy of a news item which appeared in my home town paper.

It seems to me a shocking thing that the war has been used as an excuse to permit employers to exploit women doing hard manual labor.

I trust that there is something that your agency can do to rectify this mistake. You have been such an outstanding exponent of fair practices that I, of course, turn to you for help.

Sincerely yours,

Leone Crowlie

Mrs. Philip L. Crowlie
Special Assistant
to the Deputy Administrator

Enclosure

FOR VICTORY
BUY
UNITED STATES
WAR
BONDS
AND
STAMPS

COPY

EVENING HURONITE - Huron, S. D. - Sat., Nov. 27, 1943

SHARPE PERMITS LONGER WORKING HOURS FOR WOMEN

PIERRE, Nov. 26-(AP) - Two executive orders, drafted under the 1943 state civilian defense act, increasing legal load limits for petroleum products transportation on portion of U. S. highways 16 and 77 and state highway 38 and extending hours of employment of female labor in certain industries in the state were issued today by Governor M. Q. Sharpe.

****

Employment of females over 16 years of age, formerly subject to a 54-hour week and 10-hour day, was affected by the second order permitting a 66-hour week and, in case of emergency up to 72 hours for women engaged in preparing processing, packing and otherwise handling vegetable and animal food products. The maximum per day was increased to 11 hours.

The order was urged by Sioux Falls and Huron meat packing concerns who have been forced to reject livestock brought to them because of the manpower shortage. Governor Sharpe explained.

O.P.A

25

October 6, 1943

Employee Services Section
Personnel Division
Office of Price Administration
Washington, D. C.

Gentlemen:

I am writing to ask if I may secure a copy of a bulletin recently published by your section entitled "Government Girl Budget Book." I will appreciate very much your furnishing me with this pamphlet.

Sincerely yours,

LS:MMG

Louise Stitt, Director
Division of Minimum Wage

, 25

July 12, 1943

Mrs. Florine Maher
Shoe Rationing Branch
Office of Price Administration
Room 18
Temp. Building D
Washington, D. C.

Dear Mrs. Maher:

In response to your telephone request of this morning, I am sending you the following Women's Bureau studies on women in industry:

189-4-The Employment of and Demand for Women Workers in the Manufacture of Instruments--Aircraft, Optical and Fire-Control, and Surgical and Dental.
192-1-Women's Employment in Aircraft Assembly Plants in 1942.
-2-Women's Employment in Artillery Ammunition Plants, 1942.
-3-Employment of Women in the Manufacture of Cannon and Small Arms in 1942.

Other reports establish standards for the employment of women under war conditions. These include:

Spec. Bulletin No.
1-Effective Industrial Use of Women in the Defense Program.
2-Lifting Heavy Weights in Defense Industries.
3-Safety Clothing for Women in Industry.
4-Washing and Toilet Facilities for Women in Industry.
5-Women's Effective War Work Requires Time for Meals and Rest.
6-Night Work for Women and Shift Rotation in War Plants.
7-Hazards to Women Employed in War Plants on Abrasive-Wheel Jobs.
9-Safety Caps for Women in War Factories.
10-Women's Effective War Work Requires Good Posture.
12-Choosing Women for War-Industry Jobs.

I am enclosing the June issue of The Labor Information Bulletin and a release in answer to your inquiry on employment of handicapped workers.

I am also enclosing several of our bulletins pertaining to women in war industries, and Folder 14 and Supplement. Please feel free to call on us for any additional material you may need.

Sincerely yours,

Secretary to Miss Pidgeon

193, 194, and 196. Mimeo. on typical operations

ML
Enclosures

Off of Price Adm. 278

25

July 16, 1943.

Mr. Frank Stone, Legal Department,
Veeder-Root Incorporated,
Hartford, Connecticut.

My dear Mr. Stone:

With reference to your letter of June 25th, we wrote Mr. Brown of OPA, and I am sending copy of our letter to him and of his recent reply. This looks to me as if you are again back with your local rationing board, and perhaps you will want to write a letter direct to Mr. Palmer, referring to my letter, in order to clear this up.

Sincerely yours,

Mary Anderson, Director.

MA/RFN/nb

Wijmander

OFFICE OF PRICE ADMINISTRATION
WASHINGTON, D. C.
Federal Office Building 1
Second and D Streets, S. W.

WOMEN'S BUREAU
JUL 9 - 1943
DEPARTMENT OF LABOR

JUL 8 1943

Miss Mary Anderson
Director, Women's Bureau
United States Department
of Labor
Washington, D. C.

In reply refer to: 749:HDW

Dear Miss Anderson:

This will acknowledge your letter of June 29, with which you enclosed a copy of a letter from Mr. Stanley Smith, Cafeteria Manager of the Veeder-Root Incorporated, with reference to application for an increased food allotment.

Your letter does not contain sufficient facts upon which we may act. Therefore, we request that Mr. Smith file a petition for this increased allotment on OPA Form R-315 with the local War Price and Rationing Board and enclose a copy of their registration form. The petition may be filed under Section 12.2 of General Ration Order No. 5.

Sincerely yours,

Archie M. Palmer

Archie M. Palmer
Associate Director
Food Rationing Division

FOR VICTORY
BUY
UNITED STATES
WAR
BONDS
AND
STAMPS

278

June 29, 1943.

Mr. Prentiss M. Brown, Administrator
Office of Price Administration
Washington, D. C.

My dear Mr. Brown:

We have received a letter from the Legal Department of Veeder-Root, Inc., with the following information:

> "We are sending herewith a copy of our letter of June 23, 1943 which accompanied our application to the War Price and Ration Board, at 128 Allyn Street, Hartford, Connecticut, for food allotments beginning July 1, 1943.
>
> "Our local ration board has acknowledged that we have a reasonable claim for an increased food allotment. Nevertheless it professes itself bound to certain arbitrary formulae contrived by the O.P.A. and, since our request does not meet the requirements of such formulae, our application must be denied."

Copy of their statement sent to the local Office of Price Administration is enclosed.

I am writing to ask what rules are referred to when the local office states that this is a reasonable claim, but the application must be denied because of the requirements established by the National office. On the face of it the statement by Veeder-Root for food allotments to take care of increased numbers of factory employees, meeting more adequate dietary standards, would seem a most reasonable request to us also.

I am enclosing the statement we have issued on factory lunch facilities, which is the release by the Secretary of Labor referred to in the letter going to the local Hartford office.

Sincerely yours,

Mary Anderson, Director

MA:RFN:cam
Enc.

1

Robinson

Veeder-Root Incorporated

HARTFORD, CONNECTICUT

WORLD'S LARGEST MANUFACTURERS OF COUNTING AND COMPUTING DEVICES

WOMEN'S BUREAU
JUN 28 1943
DEPARTMENT OF LABOR

June 25, 1943.

The Women's Bureau
Department of Labor
Washington, D. C.

Gentlemen:

We are sending herewith a copy of our letter of June 23, 1943 which accompanied our application to the War Price and Ration Board, at 128 Allyn Street, Hartford, Connecticut for food allotments beginning July 1, 1943.

Our local ration board has acknowledged that we have a reasonable claim for an increased food allotment. Nevertheless, it professes itself bound to certain arbitrary formulae contrived by the O.P.A. and, since our request does not meet the requirements of such formulae, our application must be denied.

We are heartily in accord with your program for providing wholesome and adequate meals for war workers. On that account, we now solicit your intervention in the matter and request that you employ your good offices to overcome the arbitrary and unreasonable rules which constrain the Office of Price Administration from granting to us sufficient food allotments.

We shall be most grateful for your assistance and cooperation.

Very truly yours,
Veeder-Root Incorporated

by Frank Stone
Frank Stone
Legal Department

Copies to:

Hon. William J. Miller
House of Representatives
Washington, D. C.

War Price and Rationing Board
128 Allyn Street
Hartford, Connecticut

COPY

June 23, 1943.

War Price and Ration Board
128 Allyn Street
Hartford, Connecticut

Gentlemen:

We are sending herewith OPA Form R-1309 for allotments of coffee, sugar, processed foods, meats, fats, and oils for the period beginning July 1, 1943. Our application shows that during December, 1942 we served 70,138 persons and that our gross dollar revenue for that month was $6,219. During the period of April and May, 1943, we served 125,201 persons, and our gross dollar revenue for those months was $14,769.

We wish to call your attention to the fact that the Secretary of Labor has recently made a survey of food and eating facilities for war workers at their places of work. She has found that the lack of food and proper dining rooms are the cause of much malnutrition of war workers and contribute to absenteeism. Her statement indicates that the Office of Price Administration is willing to make allowances for increased food allotments to take care of the needs of war workers at their plants.

In view of the foregoing statement and survey, we desire to call to your attention that our greatly augmented production program has necessitated the increasing of our staff. In December, 1942, we employed 1429 persons, As of April 30, 1943, we employed 1646 persons. One month later, May 31, 1943, our payrolls showed 1735 persons in our employ, and the number of our employees is continuing to increase.

A factor in our request for increased food allotments is our new production schedule which has diminished the regular luncheon period from one hour to one-half hour. Employees who otherwise had the time to go to their homes or to neighboring restaurants for their luncheons now necessarily patronize our cafeteria. In addition, we are now serving hot meals to our night shifts, whereas formerly they were provided only with sandwiches and soup. In our Bristol Plant, we now serve light lunches instead of providing workers merely with pastry and coffee for refreshment.

We are sure that you will consider the foregoing factors as cogent reasons why our food allotments should be increased. We know that you will recognize the fact that our war effort is making a severe demand physically upon our workers, and that to maintain their health and working efficiency, they must be provided with good and adequate meals.

We shall be grateful for your kind assistance and your granting of our application.

Very truly yours,

Veeder-Root Incorporated

by

Stanley Smith
Cafeteria Manager

SS/jg

Files
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OFFICE OF PRICE ADMINISTRATION
WASHINGTON, D. C.

WOMEN'S BUREAU
JUN 4 - 1943
DEPARTMENT OF LABOR

June 3, 1943

Miss Mary Anderson, Director
Women's Bureau
U.S. Department of Labor
Washington, D. C.

Dear Miss Anderson:

It was very nice of you to write me the little note of explanation on May 24. Because of women like you and Mrs. Cunningham any forces intending to "divide and conquer" women will have a very difficult time.

I have not seen the article in the **WASHINGTON NEWS** but I assure you that I shall not be adversely influenced toward you by the statement.

With deep appreciation for your consideration, I am

Sincerely yours,

Leone Crowlie

Mrs. Philip L. Crowlie
Special Assistant
to the Deputy Administrator

FOR VICTORY
BUY
UNITED STATES
WAR
BONDS
AND
STAMPS

O.P.A.
~~278~~

May 24, 1943

Mrs. Philip L. Crowlie
Office of Price Administration
Washington, D. C.

My dear Mrs. Crowlie:

I was more than surprised when Mrs. Cunningham called my attention to the article in the Washington News. I did not know that I was answering anyone when the girl called me over the telephone, but I felt that I should say something in behalf of the miners, as they have been maligned greatly in the newspapers in the past month. It is not often that newspaper women do a thing like that and I was wholly unaware that I was being taken in.

Of course, if a person reads the article through, there is no difference of opinion between you and me on the miners' diet, but few people read an article through.

I regret exceedingly that this has happened.

Sincerely yours,

Mary Anderson, Director

MA:IS

March 6, 1943

Community Service Chairman
Ration Board 82-13
Office of Price Administration
Washington, D. C.

Dear Sir:

In response to your letter requesting information concerning materials to be used in uniforms to prevent skin irritation from spun glass particles, we are enclosing a pamphlet put out by the Public Health Service entitled "Clothing for Protection Against Occupational Skin Irritants".

Companies who specialize in making protective coverings of the required fabrics are the:

West Disinfecting Co., Long Island City
Don-Ed Co., New York City
Milburn Co., Detroit, Michigan

We are very sorry we cannot answer your question concerning the use of masks or other protections for the nose and throat. In order to do so it would be necessary to know the exact nature of the job and the physical set-up of the plant concerned. Many plants have exhaust systems which make such precautions unnecessary.

We trust the enclosed information will be helpful. If we can be of any further service, please do not hesitate to call on us.

Sincerely yours,

Mary Anderson, Director

Enclosure
MPC:ml

OFFICE OF PRICE ADMINISTRATION

February 26, 1943.

WOMEN'S BUREAU
MAR 1 1943
DEPARTMENT OF LABOR

Labor Dept.,
Women's Division
Washington, D. C.

Gentlemen:

The following question came in to us at the Community Service desk, at Ration Board 82-13.

"I work in a spun glass factory. The spun glass works through my clothes and irritates my skin. Is there any material or kind of uniform that would prevent this irritation?"

I am sending this question on to you because I do not know of any other agency that might have the information. Will you please let me know what you can about this type of situation. Also - I do not believe these workers use masks or protection of any sort for their nose and throat. Should they?

Sincerely

Community Service Chairman
Ration Board 82-13

FOR VICTORY
BUY
UNITED STATES
WAR
BONDS
AND
STAMPS

October 1, 1942

Mr. Eugene Berger
Office of Price Administration
Retail Trades Services
Research Division
Washington, D. C.

My dear Mr. Berger:

Enclosed are two bulletins, "Progress of State Minimum Wage Legislation", 1940 and 1941, which will bring up to date the information on laundry minimum wage rates contained in the mimeographed report given you yesterday on "State Minimum Wage Orders for the Laundry and Dry-cleaning Occupations".

After our conversation yesterday, I found in checking over the available wage data on laundries that the New York State Department of Labor made a survey of earnings in the laundry industry in that State as recently as February, 1940. Information on weekly and annual wages in New York laundries may be found in the New York State Department of Labor's "Industrial Bulletin" for February, 1942.

Sincerely yours,

Mary Robinson, Director
Division of Public Information

278

October 13, 1942

Mr. Leon Henderson, Administrator
Office of Price Administration
Office for Emergency Management
Washington, D. C.

My dear Mr. Henderson:

Miss Catherine R. Belville worked with us in the Women's Bureau nearly eight years, as a field representative on women in industry. Her work was very satisfactory and she left us for personal and domestic reasons.

I feel that her work with the Women's Bureau, as well as the work she has done since, fit her particularly to work with the Volunteer Service Program of the Office of Price Administration.

I am following you very closely these days, because I am vitally interested in what we are going to have and what we are going to pay for what we can get. I am sure that I am not the only one, that millions of others are doing the same!

With personal regards,

Sincerely yours,

Mary Anderson, Director

MA:IS

Files 278
no answer necessary

OFFICE OF PRICE ADMINISTRATION
WASHINGTON, D. C.

LEON HENDERSON
ADMINISTRATOR

WOMEN'S BUREAU
JUN 11 1942
DEPARTMENT OF LABOR

June 8, 1942

Refer
To: 4:3:EGA

Miss Mary V. Robinson
United States Department of Labor
Women's Bureau
Washington, D. C.

Dear Miss Robinson:

We are very sorry not to have returned to you, the attached two pages which were a part of your proof read copy "Recreation and Housing for Women War Workers", A Handbook on Standards for Dormitories and Housing.

This was overlooked when the proof read copy was returned to you, for which we offer our sincere apologies.

Yours very truly,

W S MacLeod
W. S. MacLeod
Chief, Standards Section
Consumer Division

Attachment

July 7, 1942.

Miss Calla Van Syckel,
Room 1218,
Temporary Building "S"
Consumer Division,
O.P. A.
Washington, D. C.

My dear Miss Van Syckel:

Enclosed you will find an analysis of a budget made by the Women's Bureau for a $1260 a year government employees in the District of Columbia, about which we spoke over the telephone.

We will be very glad to have you confer with us about this budget, if you have any questions concerning it.

Sincerely yours,

Louise Stitt, Director,
Division of Minimum Wage.

LS/nb

STANDARD FORM NO. 64

Office Memorandum • UNITED STATES GOVERNMENT

TO : Files
DATE: May 10, 1946
FROM : Constance Williams
SUBJECT:

Mrs. Curtis wanted this material to help in preparing a report for the FEPC. She is now employed at the OPA.

O.P.A.

u s govt 278

May 3, 1946

To: Mrs. Curtis

From: Constance Williams

Subject: Preliminary findings on earnings of Negro and total group of women in 5 war-~~cities~~ centers in 1944-5

Attached are copies of our preliminary findings on the take-home earnings of all women employed in the war period, excluding household employees and Negro women employed in this period outside household employment, for 5 war production centers.

The following notes may be of use to you in discussing these tables:

1. Coverage of areas:

   Baltimore - Baltimore metropolitan (excluding Annapolis) in Maryland
   Dayton - Dayton-Springfield in Ohio
   Detroit - Detroit-Willow Run in Michigan
   Mobile - Mobile metropolitan in Alabama
   San Francisco - San Francisco-Oakland in California

2. Averages shown are median averages

3. Median averages were derived from earnings reported at the time of interview by the women interviewed in 1944-5.

4. The proportions of all women interviewed who were Negro were as follows:

Cities	Percent
Baltimore	19
Dayton	1[illegible]
Detroit	17
Mobile	31
San Francisco	9

CW:pac

U. S. Department of Labor
WOMEN'S BUREAU
Washington

PRELIMINARY FINDINGS

Average Weekly Take-Home Earnings of Negro Women Employed in the War Period in Selected Industrial and Occupational Groups, by Area

Industrial and Occupational Group	Average weekly take-home earnings				
	Baltimore	Dayton	Detroit	Mobile	San Francisco
All industries 1/	$23.50	$23.05	$31.55	$18.50	$33.75
Manufacturing					
War plants	30.40	26.95	41.25	25.95	46.20
(op. and kindred)	(30.60)	(29.10)	(42.25)	—	(48.20)
Consumer goods	22.10	22.65	25.30	21.80	30.40
(op. and kindred)	(22.20)	(24.65)	(25.35)	(22.45)	(30.40)
Government	26.55	26.15	26.30	23.70	33.60
Hotels	14.90	18.40	23.70	17.35	27.85
Eating places	19.60	21.45	25.00	13.55	30.95
Laundries	19.45	20.05	23.70	13.70	26.80
Other	21.05	19.20	25.45	17.90	31.00

1/ Excludes household employees.

U. S. Department of Labor
WOMEN'S BUREAU
Washington

PRELIMINARY FINDINGS

Average Weekly Take-Home Earnings of Women 1/ Employed in the War Period in Selected Industrial and Occupational Groups, by Area

Industrial and Occupational Group	Average weekly take-home earnings				
	Baltimore	Dayton	Detroit	Mobile	San Francisco
All industries 2/	$27.30	$27.45	$34.70	$24.85	$32.50
Manufacturing					
War plants	33.80	31.50	40.35	36.80	38.95
(operative and kindred)	(34.40)	(32.10)	(41.35)	(43.45)	(42.75)
Consumer goods	24.10	26.90	28.75	23.30	31.00
(operative and kindred)	(24.00)	(28.10)	(27.95)	(22.90)	(31.45)
Government	*	*	*	*	*
Hotels	16.25	18.25	24.45	19.45	27.65
Eating places	25.30	23.05	29.75	13.95	31.55
Laundries	20.70	21.50	24.10	16.05	30.15
Other	*	*	*	*	*

1/ Includes white, Negro and other non-white races.

* Not available.

2/ Excludes household employees.

5/3/46

278

November 24, 1941.

Miss Doris Carlton,
Office of Price Administration,
Room 1311, Building D,
Washington, D. C.

My dear Miss Carlton,

I regret my unavoidable delay in forwarding to you the material I promised to send you. Enclosed herewith are a few samples of the work done in the Division of Public Information.

After you have finished looking over them I should appreciate your returning them in the enclosed envelope, as we have only a few available copies of some of the enclosures.

Very truly yours,

Mary V. Robinson, Director,
Division of Public Information.

MVR
11
Encl.

August 21, 1941

Mr. R. W. Howe
Corbett, Howe, and Associates
444 Sherbrooke St., East
Montreal, Quebec.

War file

My dear Mr. Howe:

We have your letter of August 15th, requesting certain of our bulletins, including material on women workers in national defense in this country, and we are glad to send you direct from the Government Printing Office the bulletins requested.

It is recognized generally that expanded production in certain industries will bring increasing demand for women workers. Since the beginning of the defense program the Women's Bureau has urged the vocational training of women for factory occupations, including those that in the past have been considered more definitely men's work, so that when industries find the labor supply of men inadequate, qualified women will be ready to fill jobs in the expanding program. A labor advisory committee was set up by the Women's Bureau, to advise as to types of jobs for which women are best fitted. We are investigating occupations and working conditions of women on defense production, watching new developments to discover opportunities for women's employment, as shown in reports enclosed, and we serve as a clearing house for all data along these lines. (In fact, the Women's Bureau was created during the last war for this purpose, to promote the most effective use of industrial women and to safeguard their interests at the same time.)

With the vocational training needs of women workers in mind, the Women's Bureau called a conference last November, as a result of which the U. S. Commissioner of Education (Mr. Studebaker) and the director of Training-Within-Industry of the Office of Production Management (Mr. Dooley) sent letters to their executive officials asking that in planning the training programs attention be given to the coming need for more women workers.

With regard to training of women for defense industries, the Office of Production Management advises as to how the training of women shall be extended, and the training program, as you know, is under the jurisdiction of the U. S. Office of Education. Specifically, training courses are organized by the State director of vocational education in consultation with the State Employment Service, and with personnel officials from private industry. The National Youth Administration is usually consulted, and often the labor unions concerned. The training-within-industry program is under the supervision of Channing R. Dooley, of the Office of Production Management.

The Women's Bureau issued a release on June 6th calling attention to the urgent need for a better training program for women workers. The material enclosed on training includes this release and the mimeographed statement on the Women's Bureau conference of last November. Details as to the courses offered can be obtained by writing Miss Louise Moore, who is in the U. S. Office of Education in charge of training of girls and women for wage earning industry as part of the defense program.

As to women now employed in defense industries, we have information showing a continual increase in the utilization of women as factory employees - based on our own investigations or on newspaper accounts from localities all over the country. In passing, it should be noted that there no figures obtainable on total woman employment in defense industries. Some employers already have changed their policy and are employing women; others who have refused to hire married women are now doing so due to the scarcity of good workers. The mimeographed statement on women in the past war gives a long list of factory occupations where women were substituted for men, and includes reports by employers as to their experience in hiring women; interviews on our recent investigation trips indicate a continuous employment of women in some plants since the last war because they proved so satisfactory.

The fact that women are being employed - and in many plants have been always a part of the working force - is evidence that they have become an integral, as well as increasing, part of the labor force in this country. Questions about their employment now deal largely with occupations and skills for which women are best suited, and where they can function most efficiently from industry's standpoint. Adequate opportunities for training should be afforded, as extensive for girls as for boys.

We are listing you to receive material we issue in the future, and if there are any questions on which you would like further information, we shall be glad to have you write us again.

Sincerely yours,

Mary Anderson, Director

REN
ec

8/25/41

GPO: 99,117,160,161,173,172

WOMEN'S BUREAU
AUG 18 1941
DEPARTMENT OF LABOR

August 15,1941.

U.S. Women's Bureau,
Washington, D.C.

Dear Sirs:

I should like to obtain copies of Women's Bureau bulletins nos. 99, 117, 160, 161, 173 and Special bulletin No. 1 and any others published in that series.

In addition to this could you supply a copy of your recently issued "Effective use of women in the defense program" and any others issued or forthcoming in the series mentioned on page 206 of the June 1940 annual report of the Secretary of Labor.

I am interested in obtaining as much advisory material as possible on the employment of women in industrial plants for defence purposes.

Yours very truly,

R. W. Howe.

R.W.Howe,
Corbett, Howe, and Associates,
444 Sherbrooke St., East,
Montreal, Quebec..

From GPO - above + Sp #2
Enclose list of pub.
all reprints available
women's voca. tr. needs { conf. May July
aircraft
small arms ammn
artillery
mines on last war

Sent. e

221

August 15, 1941

War

Miss Anna B. Loeser
1834 East Lehigh Avenue
Philadelphia, Pennsylvania

My dear Miss Loeser:

The Secretary of Labor has asked me to reply to your recent letter in which you discuss your work at the Frankford Arsenal in Philadelphia.

Positions at this Arsenal are under the jurisdiction of Mr. Charles D. Hertzog, Manager, Third Civil Service District, Customhouse, Second and Chestnut Streets, Philadelphia, and the Department of Labor does not have the authority to regulate them in any way. It may be that you would want to communicate with Mr. Hertzog. However, may I suggest that before you do this you talk the matter over with some disinterested person. Possibly there is someone connected with your church who would be in a position to advise you, or perhaps the vocational adviser at the nearest branch of the Young Women's Christian Association could help you.

Of course, it is necessary that your supervisor keep order in his shop and if you are continually involved in arguments he would undoubtedly feel that you contributed to the dissension, even though you actually did not start the discussion. The only advice I can give you is to do your work as efficiently as always and to try to abide by the orders given you by your supervisor and at the same time refrain from all discussions with your fellow employees that may lead to argument. There is a great need for efficient machine operators at this time and if you follow this plan to the best of your ability, I am sure you will not need to worry about losing your position.

Sincerely yours,

Mary Anderson, Director

LD

Phila 8/11/1941

RECEIVED
OFFICE OF SECRETARY OF LABOR
AUG 12 1941
AM PM
9|10|11|12|1|2|3|4|5|6

Frances Perkins
Secretery of Labor
Washington D. C.

Dear Miss Perkins,

Will you please help me to keep my job, I have an invalid Sister partly depending on me, and I am trying to help my brother pay off a mortgage on his house, if he loses his home I dont know what will become of my poor Sister,

I have been employed in the Frankford Arsenal since april 1940 one year and four months and I have reason to feleive my Boss wants rid of me, and I feel I am being persecuted by him, I consider myself a very good machine operator but I am having difficulties with certain ~~adjusters~~ machine adjusters, on several occasions I have been accused of causing minor breakdowns, it usually winds up in an argument and everybody blames me and I am getting the name of being a trouble maker, and several persons have told me they heard I was a little rat, this all be-cause I am trying to defend myself, I do not start these arguments,

There is also a misunderstanding in regard to stopping time

Some of the girls stop [illegible] me half

2/hour to one hour ahead of time our hours are from 7 am to 3. Pm! The Bosses do not seem to notice this, but notices come around to all of us telling us we quit too early. I had been stopping 2 45 P m and when I worked till the stopping whistle blew at 3 P m, finally the leader told me the Boss said to tell me to stop at 2 55 P m, I asked the Boss what time I should take my Statements and he said around 2 50 or 2 55 P m, but the checkers want the Statements earlier than that and they get angry if you make them wait, so it means I have to risk my job by pleasing the checkers or displease the checkers by disobeying the Boss, nobody else seems to be afraid of losing their jobs by disobeying the rules, when I complained to the boss about the adjuster, he threatened to fire us both and when I want to explain things to the Colonel, the Boss says I can't go over his head, so I am afraid to go to the Colonel and now I am told the Colonel is out of town so I can't go to him if I would, I worked in the Frankford Arsenal 25 years ago and never had any ~~trouble like this~~

3) he has never asked me to go out with him so I cannot understand why he would want to see me lose my job, and yet so many mean things have been done to me that I cannot help thinking I am being persecuted, I heard of another girl being laid off for complaining, also of two men, one was shoved from one department to another, that is what I am afraid will happen to me.

I can prove I am expert at the job I am now doing, but if I were put on a new job that I did not under-stand, any thing could be pulled over on me. I have had this kind of thing happen to me in other jobs because I would not go out with Bosses or mechanics I have never before reported them because they do not actually ask you to go out with them & they let you know their desires by signs and actions, and then you have no proof on them.

I have been married for over a year and I beleive I am on the verge of a nervous breakdown, I cant stand it much longer, I beleive if I lose this job it will drive me to suicide,

4) Sincerely Yours
Anna B Loeser
1834, E, Lehigh Ave
Phila Pa

I work in
Frankford Arsenal
Small Arms Bldg
S. B. Dept

P. S
If you would send an investigator to my home I could explain my trouble more in detail and tell the names of those whom I am having trouble with however I don't want to make trouble for any one, I just want them to give me a square deal,

August 14, 1941

Whitehouse Manufacturing Company
222 West North Bank Drive
Chicago, Illinois

war

Attention: Mr. D. E. Weiss

Gentlemen:

In reply to your recent letter, the Women's Bureau has not designed special garments for women in defense work. The Women's Bureau does, however, recommend that women should wear clothing at work that is suited to the job, with particular attention to the feature of safety and to the types of machinery or other hazards encountered in the job being performed.

It is possible the Bureau of Home Economics of the United States Department of Agriculture, Washington, D. C., could give you additional information, since that agency has been concerned with standards of work clothing for women.

Sincerely yours,

Mary Anderson, Director

MMP:ld

WOMEN'S BUREAU
AUG 11 1941
DEPARTMENT OF LABOR

WHITEHOUSE
Manufacturing Company
DIVISION OF SOUTHERN MILLS PRODUCTS CO. · WASHABLE SERVICE APPAREL · HOSPITAL CLOTHING
GENERAL OFFICES & FACTORY
SOUTH BEND, IND.
Service WHITEHOUSE Apparel
TRADE MARK
222 W. NORTH BANK DRIVE, CHICAGO

August 8, 1941

WOMEN'S BUREAU
AUG 11 1941
DEPARTMENT OF LABOR

Department of Labor
Washington
D. C.

Gentlemen:

It has come to our attention that the Department of Labor has designed special garments for women engaged in defense work, and being manufacturers of Work Garments, we are very interested in receiving the details of the styles endorsed.

Very truly yours,

WHITEHOUSE MANUFACTURING COMPANY

D.E.Weiss
LG

RECEIVED
AUG 11 1941
CHIEF CLERK
DEPT. OF LABOR

June 17, 1941

War file

Mr. Joseph P. Paternostro
937 Gordon Street
New Orleans, Louisiana

My dear Mr. Paternostro:

Your letter of June 7th to President Roosevelt has been referred to the Women's Bureau for reply.

The Women's Bureau is not the government agency that has charge of vocational training for defense industries. These courses are organized under the direction of the State director of vocational education in consultation with the Employment Service and with personnel officials from industry. Those accepted for training usually are selected from the applications on file at the Employment Service (and in some cases from eligible people on C.C.C. or W.P.A. rolls.)

In the Women's Bureau we are not urging that women be substituted for men in the manufacture of defense products, but we realize that as the momentum of this defense program approaches its full capacity and the backlog of unemployed men decreases, the need and the advantage of employing women will be markedly increased. This belief is based on past experience. The Women's Bureau was created in the stress and strain of the last World War, when large numbers of women were being called on to take the place of men drawn into military service. The bureau as an emergency agency was charged with the task of promoting the most effective use of industrial women and of safeguarding their interests at the same time.

Since the beginning of the defense program, the question of the vocational training needs of women workers in defense industries has received the full attention of the Women's Bureau. We have been making a study of the types of work women can do in airplane and munitions factories, for instance, and we are also concerned that labor standards shall be maintained.

The defense industries are expanding rapidly in certain communities, and in other areas new plants are just in process of being built. Night shifts are already operating in some plants, while in others there is yet only one shift. Some firms will not be ready to hire women until the supply of men workers is used up. We are enclosing information on women workers in defense industries that I believe will be of interest.

Sincerely yours,

Mary Anderson, Director

Enclosure
MA:RFN:llv

6

Lubin.

RECEIVED
JUN 11 1941
CHIEF
DEPT. OF LABOR

New Orleans La
June 7/1941

Franklin D. Roosvelt.
President of the United State's.

Dear Mr President,

I am sending you an artical, which was printed in the New Orleans State's paper.
On Friday evening June 6, 1941, and carrying the head line, was this,
Train Women for Defense Plant Work.
Why should Miss Anderson, talk about training women for, Defense work in factories producing aircraft, guns, powder, tanks, machine tool's and other's, as she stated.

When thousand's of men here in Louisiana and elsewhere, cannot find job's skilled or unskilled.

Everywhere we go looking for a job, there's hundred's of men looking for work. Some of them living on Social Security, and many of them don't even have that, anymore.

So they just keep on looking around for work, trying again and again, to find a job, wondering if the Landlord put their funiture in the street, or if their grocery man, cannot afford to give anymore milk for his babie's at home.

Where is all the work and training schools, which Miss Anderson is talking about.

Thousand's of men here and there would like to know the very same thing.

I don't know Miss Anderson or what position she hold's, but I think she should see that the men goes to work first, to support their families And the women after, if it is needed.

Hoping that someone will look into this matter.

I will remain
Your Truly
Joseph P. Paternostro
937 Gordon st
New Orleans
Louisiana

WOMEN'S AID NEEDED IN DEFENSE WORK

Overnight Demand for Female Workers Is Reported

(The Associated Press)

Washington, June 6.—Industrial training for the thousands of women who may go to work in defense plants "within the next six months" was declared a vital part of the preparedness program today by Mary Anderson, director of the women's bureau, department of labor.

Bureau investigations, Miss Anderson said, show an "almost overnight increased demand" for woman power in factories producing aircraft, guns, powder, tanks, machine tools and other preparedness materials.

The director urged that public and private officials in communities carrying a heavy load of defense production take steps promptly to include women in their industrial training programs, in order to build up "the second line of defense workers."

Special attention should be given to schooling mature and married women, she said.

"We find the pendulum is swinging back again to a demand by management in some places for the employment of married women on the basis that they are more desirable for the 2 p. m. to 10 p. m. shift, now in force in many plants."

A number of these women, the director said, have a knowledge of munitions carried over from 1917-18 employment. These, however, would require "freshener" courses before going to work on the production line, she said.

Four factors were cited as responsible for the sudden demand for women: Shrinkage of the backlog of unemployed men; conscription of young male workers; the steady expansion of industry "with the peak far from reached," and the widening of defense horizons by President Roosevelt's declaration of an unlimited emergency.

In forecasting that thousands of women would be recruited for the labor force before the year's end, Miss Anderson warned that "future bottlenecks in the absorption of women by industry are likely unless the present bottlenecks as to their training are broken."

L

Joseph P. Paternostro 937 Gordon St., New Orleans, La. 6/7/41

WOMEN'S BUREAU
JUN 13 1941
DEPARTMENT OF LABOR

Protests the proposal of Director of the Women's Bureau that public and private officials take prompt steps to include women in industrial training courses to build up "the second line of defense workers" * * "when thousands of men * * cannot find jobs, skilled or unskilled."

Labor

L

175

June 16, 1941

War file

Mr. Harry Horne
20 East Collings Avenue
Collingswood, New Jersey

My dear Mr. Horne:

We have your letter of June 11th enclosing copy of your letter to the W.P.A.

The Women's Bureau is not the government agency that has charge of vocational training for defense industries. These courses are organized under the direction of the State director of vocational education in consultation with the Employment Service and with personnel officials from industry. Those accepted for training usually are selected from the applications on file at the Employment Service (and in some cases from eligible people on C.C.C. or W.P.A.).

In the Women's Bureau we are not urging that women be substituted for men in the manufacture of defense products, but we realize that as the momentum of this defense program approaches its full capacity and the backlog of unemployed men decreases, the need and the advantage of employing women will be markedly increased. This belief is based on past experience. The Women's Bureau was created in the stress and strain of the last World War, when large numbers of women were being called on to take the place of men drawn into military service. The bureau as an emergency agency was charged with the task of promoting the most effective use of industrial women and of safeguarding their interests at the same time.

Since the beginning of the defense program, the question of the vocational training needs of women workers in defense industries has received the full attention of the Women's Bureau. We have been making a study of the types of work women can do in airplane and munitions factories, for instance, and we are also concerned that labor standards shall be maintained.

The defense industries are expanding rapidly in some communities, and in other areas new plants are just in process of being built. Night shifts are already operating in some plants, while in others there is yet only one shift. Some firms will not be ready to hire women until the supply of men workers is used up. We are enclosing some information on women workers in defense industries that I believe will be of interest.

Sincerely yours,

Mary Anderson, Director

Enclosure

MA:RFN:llv

20 East Collings Avenue
Collingswood, N.J.

June II, I94I.

Miss Mary Anderson
Director U.S. Women's Bureau.
Washington, D.C.

Dear Miss Anderson:

Enclosed find copy of letter as sent to Howard Hunter, National Adminstrator WPA, Washington, D.C.

The clipping referred to and sent to Mr. Hunter was written by Mary Hornaday, Staff Writer of The Christian Science Monitor and was headed--WOMEN ARE NEEDED FOR DEFENSE JOBS---- Expert Warns of Bottle-neck If More Feminine Workers Are Not Trained.

Presumably you read the article before it was published and the letter to Mr. Hunter is, of course, only my personal opinion as naturally others are of different opinions.

Would you be kind enough to send the writer your personal opinion as to the idea expressed by the writer in his letter to Mr. Hunter.

Very truly yours,

Harry Horne

Harry Horne.

C
O
P
Y

20 East Collings Avenue
Collingswood,N.J.

June II,194I.

Howard Hunter
National Adminstrator WPA
Washington,D.C.

Dear Mr.Hunter;

Probably this letter,among the thousands you receive, will not be brought to your personal attention but as it contains a feasible,not a "crack-pot" idea,the writer has haopes you may read it.

The enclosed clipping,Courier-Post,Camden,N.J.,June I0, 194I is self explanatory,but,why are women needed in industry when there are three million,or more,so-called "white collar" workers,mostly with families to support and needing work badly who could,with short training, do the work just as satisfactorily as women?

The average woman who would be called for that work would be largely married women,with a husband and perhaps other members of her family employed,so why not give the middle-aged "white collar" worker who really and badly needs the work a chance before giving this work to those who are not in need of the work?

Middle-aged men could assemble small electrical and mechanical parts,with short training,just as quickly and as well as women.

On the WPA there are probably 500.000 or more middle-aged men who could do the work so why not give them the chance?

Place them in jobs FIRST,together with the other two million or more middle-aged men needing work then place women,if needed, but am of the opinion if all the middle-aged men are placed in jobs then women will not be needed.

WPA has provided vocational training for young men,a laudable enterprise,so why not extend the very short training required to the needy middle-aged men.

In this section of the country,as in all other parts,it would be easy to assemble these men by the thousands and the assembling and placing in productive defense jobs would not only decrease relief rolls but prove to be of great humane and national benefit.

Personally the writer feels he could recruit hundreds, or perhaps thousands suitable for the work in this section of the country alone and would like nothing better thah handling a project with that aim in view and am sure factory managers would co-operate in every respect.

Yes--I am on WPA,middle-aged,57.

Very truly yours,

Harry Horne.

June 13, 1941

War file

Miss Dorothy M. Settle
c/o Great Atlantic & Pacific Tea Co.
Louisville, Kentucky

My dear Miss Settle:

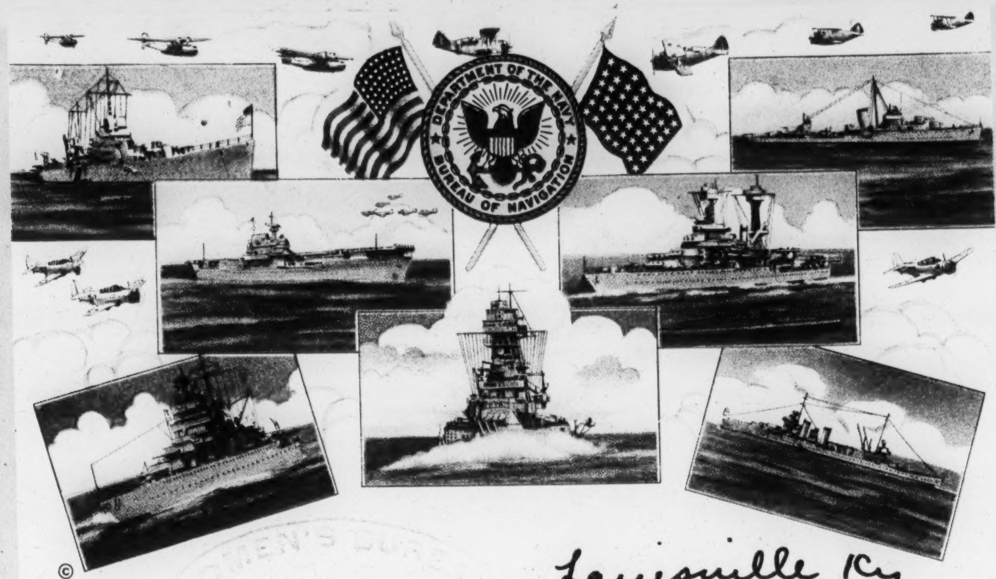
In reply to your letter of June 7th about job opportunities for women in the aircraft industry, we do not have very encouraging advice at the moment. The airplane factories are hiring men, because men are still available for employment, and where women are found to be employed their numbers are very small and in most cases their work is hand and machine sewing of covers and fabric accessories. The Women's Bureau believes that many of the jobs in aircraft plants are suitable for women, some of the occupations being similar to work in other industries where many women have been employed during recent years.

Your chances of employment in any kind of job are best if you have had training or can offer experience. The training courses for defense industries are organized by the Vocational Director of your State Board of Education. The local State Employment office, however, will know about courses offered in Louisville, and if you have not applied for work through this office, I suggest you register at once. If training courses in machine operating (such as lathe, punch press, and riveting work), or in bench work are not offered in Louisville I am sure industrial areas in nearby States offer them and I believe the employment office can give you information on this.

Sincerely yours,

Mary Anderson, Director

MA
MPN
llv



WOMEN'S BUREAU
JUN [illegible] 1941
DEPARTMENT OF LABOR

Louisville, Ky.
June 7th 1941
Saturday a.m.

My dear Mrs. Anderson:

I am writing to you as my last resort. I want to obtain employment at one of the nation's great aircraft industry plants. I really want to do my part to help speed up the defense of my good 'ole United States. I mean that with all of my heart. I think God is with us. I wrote to Mrs. Mae Wilson and also to Patsy Kelley — but I received no replies. I am down-hearted. So, now I am calling on you. Won't

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you keep me? I have always had a great love for aviation – I spend the little time I do have, out at Bowman Field, here in Louisville, watching the big airliners come in and go out. I love to hear the roar of the army's bomber. I intended to take flying lessons last spring but my salary would not permit. I'm still hoping tho. and hope dies hard, you know.

Mrs Anderson, I would like most to get work at Douglas in Santa Monica, Calif. but any of the larger plants, where women are in demand, will please me.

I really know what hard work and no play, is all about and I love it. My parents are both dead and I have been "strictly on my own" for the past four years. I have no responsibilities to keep me in Louisville, Ky. I am twenty-three years old; weigh 112 lbs and I am 5 ft 3 ins. tall. I am single and do not keep company with

DEPARTMENT OF THE NAVY
BUREAU OF NAVIGATION

male friends. But I enjoy working with fellows very much – I've wish many times that I had been a boy. I have three brothers and no sisters. I attended Catholic boarding school for five years. I am personally acquainted with Rev. E. J. Flanagan of Boys Town, Nebr.

At present, I am employed by the Great Atlantic and Pacific Tea Co. I work in the pastry department. My health is excellent – The Food Law requires an examination annually. Bakery work is all right but I have little interest in that sort of work. I have been with the Company for 2½ yrs.

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L

anything dealing with aircraft
would be to my delight. I'd like
servicing the planes when they come
in for landing. Women do that in
England now. I want so much to
get in aircraft work that I am
in favor of a Government conscript
for women and girls. The working
hours, whatever they would be,
would not bother me, as I have
worked all different hours of day
and night for the past two and
a half years. I'm sure there is
nothing I would enjoy more in
life than to work in aircraft
defense. Please help me.

I have saved some money in
the past couple of years and I can
transport myself anywhere in
the United States for work in aircraft
industry — anywhere would be home
to me.

Hoping to hear from you shortly.

I remain sincerely,

(SETTLE) Miss Dorothy M. Settle

L

382

June 11, 1941

War file

Mrs. Carr Whipple
4309 Buena Vista Avenue
Detroit, Michigan

My dear Mrs. Whipple:

In reply to your recent letter, the demand for workers is handled through local employment offices. These deal with industrial, clerical, and professional work. I would suggest, therefore, that you consult a staff member of the nearest branch of the Michigan Employment Service for advice and assistance. The Women's Bureau has no facilities for placement, nor can we furnish information as to where work is available.

The majority of positions in the Federal service, including those in the Women's Bureau, are filled through civil service examination. Information as to types of examinations offered may be obtained from the United States Civil Service Commission, Washington, D. C., or from your local post office where announcements of pending examinations are posted. The age limits of the examinations vary, the most usual ones being 18 and 53. Positions in the Federal government in Michigan and adjacent States are under the jurisdiction of Mr. James V. Swanson, Manager, Seventh Civil Service District, New Post Office, Chicago, Illinois, and you may also wish to write to him.

With the hope that you will soon secure a suitable position, I am

Sincerely yours,

Mary Anderson, Director

LD

Defense Aid

Wide World

Miss Mary Anderson

Chief of the Women's Bureau of the Department of Labor.

More Women Needed For Defense Jobs

By Mary Hornaday

Staff Writer of The Christian Science Monitor

WASHINGTON, June 7—A serious bottleneck in women defense workers may develop soon unless special effort is made to train more feminine mechanics immediately, Miss Mary Anderson, Director of the United States Women's Bureau, warned yesterday.

"The Women's Bureau investigations of both new industrial developments and suddenly expanding factories reveal plans for the recruiting of thousands of women for defense production in the next six months," Miss Anderson declared.

Special Courses Urged

"Though industry wants women and women want jobs, future bottlenecks in their absorption by industry are likely unless the present bottlenecks in their training are broken."

Miss Anderson pointed especially to the necessity of training mature women and married women to work the 2 p. m. to 10 p. m. shift, now in force in many plants. A number of these women, she said, worked in war industries in 1917-18, but need refresher courses either outside or within the factory before they are put on production lines.

Speaking from her own extensive experience as a machine operator for 18 years prior to her Government job, the Women's Bureau Chief described training within the factory as more efficient than vocational school training.

"The comparatively few women who are getting the benefit of defense vocational courses and the more fortunate few who are receiving within-industry training

Continued on Page 10, Column 2

Defense Jobs Await Women

Continued from Page 1

are striking proof," she said, "of what could and should be done on a much vaster scale.

State Programs Cited

"For example, Massachusetts and Connecticut report considerable progress in preparing women, both in the regular and in the defense vocational courses, for jobs in factories making machine tools, component parts for defense products, airplane engines, and so on. A short time ago, employers were advised by the Springfield Employment Office to begin training women for industrial jobs in Western Massachusetts as the only means of preventing a threatened collapse of defense production in that area, due to labor shortage.

"For similar reason, Maryland vocational and employment officials recently took steps to train women for essential defense jobs.

"In a California aircraft plant a few women experienced in assembly work are now employed to assemble small electrical and mechanical parts. They are the forerunners of large numbers that may be expected to participate in job opportunities in this expanding industry.

"Industrial training of women is a vital part of our preparedness program. Steps to include them much more definitely and extensively in defense training should be taken without delay by authorities, both public and private."

CARR WHIPPLE

4309 Buena Vista ave.,
Detroit, Michigan,
June 7, 1941

Miss Mary Anderson,
Director U.S. Women's Bureau,
Washington, D.C.

Dear Miss Anderson,-

The enclosed clipping about you in the Christian Science Monitor of June 7th has prompted me to write you.

Detroit is an active defense project city. It is now necessary for me to have a job, and since I would like first of all to do something for my country which I love and for which I am deeply grateful, it occurs to me that I might be of use right here in Detroit.

Before my marriage I did secretarial work and was considered capable. About fifteen years ago, when my husband opened his own advertising agency, I ran his office for two years, to his satisfaction. When the Christian Science War Relief Committee was organized here last November I did all the buying from flannelette to yarn, to the satisfaction of the 600 or 700 women composing the different units. (You can see how fast this work grew when I say that in six months we sent to Britain over 12,000 articles of clothing from this area alone.)

I have been happily married for twenty-five years, but at the present, my husband, who is 64, is not able to work---and what we have accumulated since 1929 is not sufficient to take care of us. I am 52, strong and vigorous. One year of college. I meet people well, like them, and get along well with them. I am considered a good driver and have driven for years, without accident.

If there is nothing available in your department, will you be kind enough to suggest how I might go about getting established? I appreciate very much that the magnitude of your work will not allow you to give much time to individuals, so would doubly appreciate any suggestions you might make.

Sincerely yours,

Auguste S. Whipple
(Mrs. Carr Whipple)

303

June 10, 1941

Defense

Mrs. Esther M. Randles
St. Joseph, Missouri

My dear Mrs. Randles:

In reply to your recent letter, the demand for workers is handled through local employment offices. These deal with industrial, clerical, and professional work. If you have not already done so, I suggest you register your qualifications at the nearest branch of the Missouri State Employment Service so that agency may advise and assist you. Some of these agencies can furnish information as to the demand for workers in other localities. The Women's Bureau has no facilities for placement nor can we furnish information as to where work is available.

The training programs begun by the National Defense Advisory Council are being carried on through local school authorities. The information as to the training course in your vicinity can be obtained through your local Board of Education.

Sincerely yours,

Mary Anderson, Director

LD:ml

WOMEN'S BUREAU
JUN 9 - 1941
DEPARTMENT OF LABOR

St. Joseph, Mo.
June 7, 1941

Dept. of Labor.
Miss Anderson — .

My name is Esther M. Randles - 499-16-4927.

I understand that it may be, U.S.A. defense program will include training of women in industrial plants.

I am 29 yrs of age a widow with boy age 12 yrs. Out of work can give list of references as to ability and character.

I have average high school education.

I Am very adapt around machinery, electricial gas and Air powered machinery.

Brought up to date at local unemployment Offic.

If there is any school for women any part of U.S. give me a chance to enter for training. I'll make good. Can go any time just my boy & I nothing to hold me back. All I ask is a Chance. Please give this to proper authorities If you can do nothing.

Sincerly. E. Randle.

June 9, 1941

War file

Mrs. Frieda M. Wren
1469½ Oakwood Avenue
Toledo, Ohio

My dear Mrs. Wren:

In reply to your recent letter, the demand for workers in private industry is handled through local employment offices. These deal with industrial, clerical, and professional employment. I would suggest, therefore, that you consult a staff member of the nearest branch of the Ohio State Employment Service for advice and assistance. The Women's Bureau has no facilities for placement, nor can we furnish information where work is available.

I am enclosing excerpts from "Careers After Forty", in the hope that some of the suggestions contained therein may prove useful to you. This study by Walter B. Pitkin is one of the best recent books on types of careers for untrained women and if you wish to read the entire volume it will undoubtedly be available to you in a local public library.

Sincerely yours,

Mary Anderson, Director

Enclosure
LD

W

WOMEN'S BUREAU
JUN 9 - 1941
DEPARTMENT OF LABOR

Toledo, Ohio,
June 7, 1941

Dear Mary Anderson;-

I saw your picture and a small piece about the industrial training of women who may go to work in defense plants "within the next six months" was declared a vital part of the preparedness program today by Mary Anderson, director of the women's bureau, Dept. of Labor.

I am a widow since March, 43 years old with a son and Mother to support, I have my name in diffeeant plants but it hasn't ment anything as yet. They say I am that between age and I sure can't make myself any younger and I don't want to be older. I know there must be some kind of work in this defense program I can do, I am will to learn if they will be willing to teach me.

There is a new plant being built in Toledo "american Propeller Corp." William F. Wise is the president. They will employ 9,000 workmen. I would like so much to know if it would be just men employed or if there would be some work for women If it isn't to much trouble I would be very glad for any advice of any kind from you.

Your very truly

Mrs. Frieda M. Wren,
1469 1/2 Oakwood ave.,
Toledo, Ohio.

201

May 1, 1941

War file

Miss Beverley K. Rutzick
99 Newbury Avenue
Quincy, Massachusetts

Dear Miss Rutzick:

Information on women in defense industries is very scattered at the present time. We know in specific instances that employment of women has increased in defense industries. Between October 1940 and February 1941, for example, the number of women workers in certain New England plants increased 50 to 100 percent. Some of the ordnance plants are hiring numbers of women. In the Federal government service employment of women increased by 41,000 between June and December 1940, most of it due to defense activities.

Up to the present time no replacement of men by women has been necessary nor has it occurred to any noticeable extent in either defense or non-defense industries. The number of men drawn into military service is as yet proportionally small. Furthermore, when the defense program began there was a considerable backlog of unemployment among men workers, and many of them are still not absorbed. In general, women have been hired for the same type of work that they have done previously and that they perform particularly well - light work requiring dexterity, speed, and skill in handling small parts - rather than for "men's" work. While jobs for women have increased, available data indicate that job openings have been more plentiful still for men. This is due to the fact that the greatest expansion has taken place in the heavy industries where men are usually employed.

In February 1941 the United States Office of Education reported that the number of women trained under the defense training act had been very small. More recently they reported that several hundred woman have had and are receiving training in national defense-training courses. In comparison with the total of 1,000,000 persons expected to complete training by June 30, 1941, the number of women trainees to date is very small.

I am sending you a list of some of the current material on women and the defense program as well as some reprints and mimeographed reports of the Women's Bureau that bear on your questions. No comprehensive material has been collected to my knowledge. While expansion is still at the present stage, you will probably find it necessary to to piece together what information you can obtain from newspaper and other current sources.

I hope this material will prove helpful to you, and if we can be of further service at any time please let us know.

Sincerely yours,

Mary Anderson, Director

Enclosures
JM:ld

Enclose:

1. Processes (mimeog.)
2. Women's vocational training needs
3. Processes (reprint)
4. Women Workers and Defense Jobs
5. Women do Key Work in Defense manufacturing
6. May Woman Worker

5/8

wbury Ave.
y, Mass.
25, 1941

Department of Labor
Washington, D.C.

Dear Sirs:

I would like to get some information on women in defense industries - how many have been taken on, how many have replaced drafted men, how many are being trained for skilled jobs, how many unskilled women workers have been hired or have opportunities for work, and anything else relevant to the question. I would appreciate your sending me some pamphlets or any other information you may have available on the subject, and also letting me know any other sources where I could obtain this information.

I am also interested in information regarding woman in non-defense industries, and the effect of the expansion of industry, as well as the draft, on this type of employment.

Thank you very much for your help and suggestions.

Very truly yours,

Beverley K. Rutzick

Beverley K. Rutzick

WOMEN'S BUREAU
APR 28 1941
DEPARTMENT OF LABOR

99 Newbury Ave.
Quincy, Mass.
Apr. 25, 1941

Women's Bureau
Department of Labor
Washington, D.C.

Dear Sirs:

I would like to get some information on women in defense industries - how many have been taken on, how many have replaced drafted men, how many are being trained for skilled jobs, how many unskilled women workers have been hired or have opportunities for work, and anything else relevant to the question. I would appreciate your sending me some pamphlets or any other information you may have available on the subject, and also letting me know any other sources where I could obtain this information.

I am also interested in information regarding women in non-defense industries, and the effect of the expansion of industry, as well as the draft, on this type of employment.

Thank you very much for your help and suggestions.

Very truly yours,

Beverley K. Rutzick

Beverley K. Rutzick

307

April 23, 1941

War file

Mrs. Leona Riddle
Cold Spring Harbor, N.Y.

My dear Mrs. Riddle:

We have your recent letter and I appreciate the spirit which prompted you to inquire if there is anything to do now to help in this present situation. Individually and collectively women are eager to take part in the Government plans for defense preparedness.

The home defense program at present comprises the field of consumer interests under the supervision of Miss Harriet Elliott of the Office of Price Administration and Civilian Supply, and the field of health, welfare, recreation and related activities under the supervision of Mr. Paul McNutt.

Publicity appearing several weeks ago about a plan for volunteer mobilization of women was premature - a program proposed by the WPA. - and until official approval is given it (when notice will appear in the papers) there is nothing definite along these lines at present.

The Women's Bureau is interested in opportunities being given women workers to receive vocational training for the defense industries, and the U. S. Commissioner of Education has agreed that women shall have training along the lines discussed in the enclosed mimeographed statement. The Bureau is also concerned that labor standards shall be maintained, as explained in the enclosed reprint of an article that appeared in our news bulletin. Other material concerning women workers and defense industries is enclosed. The U. S. Employment Service and its branch offices all over the country are registering applicants for all types of work in defense industries, and employers request help from these offices when expanding their staffs or filling vacancies. If you have not already done so, I suggest that you register at your nearest public employment office.

If you are interested in positions in the Government Service itself, you will need civil service status. Information about examinations now open will be found posted on the bulletin board in most post offices, and specific information can be had from the U. S. Civil Service Commission if you indicate your field of interest when writing to it. If you are to be in Washington you can get this personally by calling at the Commission's offices, as well as visiting the U. S. Office of Education and other agencies whose work is related to your experience.

We shall be very glad to have you visit the Women's Bureau and if there is other information we can give you that is in our field of work we shall be glad to supply it.

Sincerely yours,

a
rfn

Mary Anderson, Director.

THE STEVENS Chicago
Michigan Boulevard at Balbo Drive • Wabash 4400
JOSEPH P. BINNS, General Manager
JAY JONES, Resident Manager

WOMEN'S BUREAU
APR 21 1941
DEPARTMENT OF LABOR

Director Women's Bureau
Washington, D.C.

Dear Madam

I am greatly concerned with conditions both in our own country and abroad — and spend much thought on whether there is anything I can do which would be of value.

My husband is engaged in biological research, and his work has taken us among many peoples, in our own country, in Europe and in South America. Until four

THE STEVENS Chicago
Michigan Boulevard at Balbo Drive • Wabash 4400
JOSEPH P. BINNS, General Manager
JAY JONES, Resident Manager

years ago I was engaged in professional work, first as a teacher, then in emergency relief work in Indiana. In both of these professions I acted as a supervisor of other workers for several years.

Our home is on Long Island, and we are both ready to make needed adjustments and sacrifices if there is work which I can do.

I shall be in Washington on April 28 and 29 and could call for an interview if that should seem desireable.

Sincerely yours
(Mrs.) Leona Riddle
℅ Carnegie Inst. of Washington,
Cold Spring Harbor,
N.Y.

March 4, 1941

Mrs. Edward S. McGuire
Women's Advisory Commission
New York State Fair
5600 South Salina Street
Nedrow, New York

My dear Mrs. McGuire:

At the request of Mrs. W. Hough Mills, President, Harriet May Mills Club, Inc., Syracuse, New York, I am very glad to send you our material on women in defense, and to add your name to our mailing list to receive future such publications.

Local groups are being advised to focus attention on the present needs within their own communities. These will, of course, differ according to the particular community and they might include such things as strengthening labor standards, developing health programs, housing, relief, vocational guidance and training, naturalization or Americanization, employment, education, recreation, maladjustments in family life, cost of living, in addition to knowledge of governmental functions and resources, as well as furthering services which are already in operation in the community. The persons in any individual community are the best authorities as to the needs within it.

Such groups are always advised to get in touch with their State Council of Defense, and I note that you have made contact with the New York Council. You are undoubtedly familiar with the suggestions made by Lt.Gov. Charles Poletti before the meeting of the New York League of Women Voters. However, I am enclosing a typewritten copy of these in the event you have not seen them. If additional contacts are desired the proper place to obtain information is the National Defense Advisory Commission, either the Federal-States Relations Division of which Mr. Frank Bane is the head, or the Consumer Division of which Miss Harriet Elliott is the head. The Consumer Division is recommending State set-ups similar to the one in New Jersey. I am enclosing a brief statement as to this organization, but more complete information can be obtained by communicating with the Consumer Division.

Sincerely yours,

Mary Anderson, Director

LD
Enclosures

March 4, 1941

Mrs. W. Hough Mills, President
Harriet May Mills Club, Inc.
1074 West Genesee Street
Syracuse, New York

My dear Mrs. Mills:

In reply to your recent request I am very glad to send you our material on women in defense, and to add your name to our mailing list to receive such publications issued in the future.

Local groups are being advised to focus attention on present needs within their own communities. These will, of course, differ according to the particular community and they might include such things as strengthening labor standards, developing health programs, housing, relief, vocational guidance and training, naturalization or Americanization, employment, education, recreation, maladjustments in family life, cost of living, in addition to knowledge of governmental functions and resources, as well as furthering services which are already in operation in the community. The persons in any individual community are the best authorities as to the needs within it.

Such groups are always advised to get in touch with their State Council of Defense, and I note that you have already made contact with the New York Council. You are undoubtedly familiar with the suggestions made by Lt. Gov. Charles Poletti before the meeting of the New York League of Women Voters, however I am enclosing a typewritten copy of these in the event you have not seen them. If additional contacts are desired, the proper place to obtain information is the National Defense Advisory Commission, either the Federal-States Relations Division of which Mr. Frank Bane is the head, or the Consumer Division of which Miss Harriet Elliott is the head. The Consumer Division is recommending State set-ups similar to that in New Jersey. I am enclosing a brief statement as to this organization, but more complete information can be obtained by communicating with the Consumer Division.

I am also writing to the Women's Advisory Commission of the New York State Fair, c/o Mrs. Edward S. McGuire, 5600 South Salina Street, Nedrow, New York, and also adding this organization to our mailing list.

Sincerely yours,

Mary Anderson, Director

Enclosures
LD

HARRIET MAY MILLS CLUB, INC.
HEADQUARTERS: 1074 WEST GENESEE STREET
SYRACUSE, N.Y.

March I, 1941

WOMEN'S BUREAU
MAR 3 1941
DEPARTMENT OF LABOR

Women's Bureau,
Department of Labor,
Washington, D.C.

Dear Madam,-

The Harriet May Mills Club and The Women's Advisory Commission of the N.Y. State Fair are vitally interested that their members may pursue the wisest coursein working for National Defense.

These two bodies of women would be very glad to be put on your mailing list to receive any publications or advise issuedcovering the employment of women in the present emergency.

I am writing you at the request of The Advisory Commission to the Council of National Defense.

Yours with many thanks

Frances Park Mills

Mrs W. Hough Mills, pres.
Harriet May Mills Club
IO74 W. Genesee St., Syracuse, N.Y.

also
Women's Adv. Comm. N.Y. State Fair
Care Mrs Edward S. McGuire
5600 S. Salina St. , Nedrow, N.Y.

January 10, 1941

Warfle

Miss Margaret Keegan
1300 North Dearborn
Chicago, Illinois

My dear Miss Keegan:

This will acknowledge your letter inquiring about hours and wage rates for women in aviation offices.

In Illinois there is a State hour law for women that I believe applies to such employment. Among other industries it covers "express or transportation, or public utility companies." The law permits work during any part of the day, so that employment between midnight and 8 o'clock in the morning is not illegal. Illinois also has a minimum wage law, but no wage rates have yet been set that would apply to your industry.

With regard to the application of the Federal Wage and Hour law, I am referring your letter to the Wage and Hour Division of this Department.

For further information about Illinois laws, I suggest that you get in touch with the Division of Women's and Children's Employment, Illinois Department of Labor, 205 West Wacker Drive, Chicago. Miss Kate F. O'Connor is the chief of that division.

Sincerely yours,

Mary Anderson, Director

FPS:ld

WOMEN'S BUREAU
JAN 5 1941
DEPARTMENT OF LABOR

FPS.

1300 N. Dearborn
Chicago, Illinois
January 3, 1941

The Department of Labor
Women's Bureau
Washington, D.C.

Dear Madam,

Will you kindly send me information regarding hours, rates of pay, and working conditions for women in aviation. I am referring not to the hours of a stewardess but rather to women employed in reservation offices where it is necessary for the office to be open twenty-four hours a day. In such a case is it possible for a company to work an individual woman from twelve midnight to eight o'clock in the morning?

Do the individual states have laws that cover concerns that would also apply to aviation companies.

It is my understanding that the Wage and Hour Bill does not apply to the aviation industry. Is this correct?

Any information you

will furnish me regarding the questions I have asked will be greatly appreciated.

Sincerely yours,
Margaret Keegan

Mary Anderson
U.S. Dept. of Labor, Br. 36

STANDARD FORM No. 14
APPROVED BY THE PRESIDENT
MARCH 10, 1926

TELEGRAM

OFFICIAL BUSINESS—GOVERNMENT RATES

FROM U. S. Dept. of Labor

BUREAU Women's

CHG. APPROPRIATION

Via War Dept. Message Center

U. S. GOVERNMENT PRINTING OFFICE 10—1723

NITE MESSAGE

January 27, 1942

War file

Miss Mary M. Nicolls
3560 Fourth Avenue
San Diego, California

WOMEN'S BUREAU RECOGNIZES FORTY-EIGHT HOUR WEEK EIGHT-HOUR DAY GIVES GREATEST PRODUCTION OVER LONG PERIOD. ALSO SAME WAGE FOR WOMEN AS FOR MEN EVEN TO THE ENTRANCE RATE. FOR FURTHER INFORMATION ON CALIFORNIA CONSULT DIRECTOR OF DEPARTMENT OF INDUSTRIAL RELATIONS.

MARY ANDERSON

MA:IS

CLASS OF SERVICE

This is a full-rate Telegram or Cablegram unless its deferred character is indicated by a suitable symbol above or preceding the address.

WESTERN UNION

A. N. WILLIAMS
PRESIDENT

NEWCOMB CARLTON
CHAIRMAN OF THE BOARD

J. C. WILLEVER
FIRST VICE-PRESIDENT

1201

357

SYMBOLS
DL=Day Letter
NT=Overnight Telegram
LC=Deferred Cable
NLT=Cable Night Letter
Ship Radiogram

The filing time shown in the date line on telegrams and day letters is STANDARD TIME at point of origin. Time of receipt is STANDARD TIME at point of destination

SA52 24/27 NT=SANDIEGO CALIF 26

1942 JAN 27 AM 6 08

ANDERSON AND N ENBERG=
WOMENS BUREAU WASHDC=

MUCH PERTURBED STOP AIRPLANE MANUFACTURERS DESIRES TO LOWER WORKING STANDARDS OF WOMEN WHAT IS BUREAUS POSITION ON WOMENS WAGES AND HOURS IN PRESENT EMERGENCY REPLY BY WESTERNUNION=

MARY M NICOLLS.

NTO OK.

THE COMPANY WILL APPRECIATE SUGGESTIONS FROM ITS PATRONS CONCERNING ITS SERVICE

January 22, 1942

Mrs. L. N. Welch
R. 1, Box 335
Dover, N. J.

war file

My dear Mrs. Welch:

Your letter to President Roosevelt, written in behalf of 300 women workers at Picatinny Arsenal, complaining of discrimination in allotment of tasks which pay higher wages and in rating of employees, has been referred to the Women's Bureau.

As the matter of working conditions in Government Arsenals is under the jurisdiction of the War Department, I am sending a copy of your letter to the Labor Section of that agency, withholding your name and address as you request.

Sincerely yours,

Mary Anderson, Director

MA:IS

Mrs. [redacted]. H. Welch — Dover, N. J. Rt. 1 Box 335 — Jan. 2, 1942

Womens Bureau

WOMEN'S BUREAU
JAN 1942
DEPARTMENT OF LABOR

In behalf of 300 women workers at Picatinny Arsenal, writer complains of discrimination in allotment of tasks which pay higher wages and of discrimination in rating of employees, and asks investigation to remedy wages and working conditions at this defense plant.

RECEIVED
JAN 8 1942
DEPT. OF LABOR
DIVISION OF LABOR STANDARDS

Labor

6 Labor: Wages: Hours

RESPECTFULLY REFERRED
FOR ACKNOWLEDGMENT
AND CONSIDERATION
M H McIntyre
Secretary to the President

Jan. 2. 1942.
Dane. N. J.
R. 1. Bx 330.
Dover.

President Franklin D. Roosevelt.

Dear Sir.

I am Writing my Complaint to you, knowing you Will take it up with the proper authorities and Will also, Keep my name Confidential. as I am speaking for a group of 300 Women employees at the Picatinny Arsenal. I myself having been employed for the Past 4 yrs, with about 100 other old hand's. Here's the Complaint. For the last year we have worked three Shifts. 7 a.m. to 3. P.m. 3 P.m. to 11. P.m & 11. P.m. to 7. a.m. We receive \$3.84 Per day. \$4.24 for night work. Yet are told that is as high as we are rated. But there are a Certain few on each Shift, who are rated as Explosive Operators who receive Much more than we. and do not have to operate a Machine, yet are not in their own Dept's. neither will they Change our Designation or transfer us where we may earn more Money.

Also. If this is an official law it is very unfair. for instance. I lost a Day from Illness. not knowing I had to have a Dr's Certificate, I had to lose that Day and the half time on Sat. Yet our notices read. You must work the 48 hrs to receive the time and half for the 8 hrs. Yet, You Can be off with Permission or have a Dr's Certificate for 5 Day's and work Sat for time & a half. Where I unknowingly had to lose \$6.36 out of Pay.

Thanking You in behalf of 300
Defense Workers.
Mrs. L. N. Welch.

Jan. 2, 1942
Dover, N. J.

President Franklin D. Roosevelt

Dear Sir,

I am writing my complaint to you knowing you will take it up with the proper authorities and will also keep my name confidential. As I am speaking for a group of 300 women employees at the Picatinny Arsenal. I myself having been employed for the past 4 yrs, with about 100 other old hands. Here's the complaint. For the last year we have worked three shifts 7 a.m. to 3 p.m., 3 p.m. to 11 p.m., and 11 p.m. to 7 a.m. We receive $3.84 per day, $4.24 for night work. Yet are told that is as high as we are rated. But there are a certain few on each shift who are rated as explosive operators who receive much more than we and do not have to operate a machine, yet are not in their own Depts. Neither will they change our designation or transfer us where we may earn more money.

Also, if this is an official law it is very unfair, for instance, I lost a day from illness. Not knowing I had to have a Dr's certificate, I had to lose that day and the half time on Sat. Yet our notices read you must work the 48 hrs to receive the time and half for the 8 hours. Yet, you can be off with permission or have a Dr's certificate for 5 day's work and work Sat. for time and a half. Where I unknowingly had to lose $6.36 out of pay.

Thanking you in behalf of 300 Defense Workers,

This copy
without name + address
referred to War Dept.

February 2, 1942

Miss Mary Anderson,
Chief, Women's Bureau,
Department of Labor,
Washington, D. C.

Dear Miss Anderson:

The complaint concerning the alleged employment of women ten hours a day, seven days a week at Raritan Arsenal is being investigated. I shall notify you promptly concerning the situation which is found to exist.

The other letter which you referred at the same time does not contain a definite complaint coming within our field of activity.

Sincerely yours,

GEORGE L. WEBBER,
Captain, Infantry,
Liaison Division.

147

February 25, 1942

Mrs. Lulu Griffin
5839 Four Mile Drive
Arlington, Virginia.

War file

My dear Mrs. Griffin:

Your letter of February 13th, to the Secretary of Labor, has been referred to this Bureau for reply.

If you will write to the Extension Service, Virginia Polytechnic Institute, Blacksburg, Virginia, I am sure you will receive information as to possible opportunities in your situation and about plans for farmerettes in your general area.

Sincerely yours,

Mary Anderson, Director

rfn
ec

5839-4 Mile Drive
Arlington, Va.
Feb. 13, '42

Labor Sec. Perkins

Dear, Madam;

I heard over the radio from station WOL that you were in need of farmerettes. Well I was raised on a farm and know all about chickens and gardening from the practical side.

I am a middle-aged widow. My only support a boy has been in the Marines almost a year.

I couldn't volunteer my labor but if I only had some ground and chickens I would produce results

Hoping that you may be able to help me in this project or something else I am thanking you in advance

I remain yours,

Mrs. Lulu Griffin

157

February 23, 1942

War file

Job trng

Miss Muriel F. Haas
411 Second St., S.E.
Washington, D.C.

My dear Miss Haas:

In response to your letter of February 19th, we are enclosing our report on the employment of women in aircraft assembly plants, and in instrument-making. We are not in a position to furnish names of plants offering training and employment to women (the situation changes from day to day) and I suggest you inquire of the defense vocational training division of the U. S. Office of Education (which is the Government agency having supervision over vocational training courses).

We do not know of any aircraft plants in or near Houston, but there may be some, and by writing to the Houston Chamber of Commerce, or to the Texas Employment Service office in that City, 700 Bell Street, you may be able to get this information.

Sincerely yours,

Mary Anderson, Director

rfn
ec

MURIEL F. HAAS
411 SECOND STREET, S.E.
WASHINGTON, D. C.

February 19, 1942

WOMEN'S BUREAU
[illegible] 1942
DEPARTMENT OF LABOR

Miss Mary Anderson, Director
Women's Bureau
Department of Labor
14th Street and Constitution Avenue
Washington, D. C.

My dear Miss Anderson:

I should appreciate it very much if you could furnish me with a list of airplane factories in or near Houston, Texas, which are offering training courses and employment to women.

Do you have available any publication which outlines opportunities for employment and advancement in the field of aircraft manufacturing?

Yours very truly,

Muriel F. Haas

318

March 23, 1942

Mr. Oscar W. Ross
Senior Examiner, Hearings Branch
Wage and Hour Division
165 West 46th Street
New York City

Dear Mr. Ross:

Thank you so much for your letter this morning. I want to tell you what I heard about the Man Power Mobilization Board. I understood that the Labor Supply Policy Board in Mr. Hillman's division met a week ago Saturday and talked about it. They have to endorse it. They feel that such a board has to be created, composed of employees and management, but it has been so hopelessly entangled in politics that they didn't take action, and won't take action for some little time, unless of course there is necessity for speeding up. Labor, I think, will want it in the Department of Labor, but McNutt is making a real bid for it. They said they wouldn't stand for that.

With best wishes,

Sincerely yours,

Mary Anderson, Director

MA:IS

U. S. DEPARTMENT OF LABOR
WAGE AND HOUR DIVISION
~~WASHINGTON~~
165 West 46th Street
New York, New York

IN REPLY REFER TO:

WOMEN'S BUREAU
MAR 21 1942
DEPARTMENT OF LABOR

March 20, 1942

Miss Mary Anderson, Director
Women's Bureau
U. S. Department of Labor
Washington, D. C.

Dear Miss Anderson:

I was very sorry to have missed you during my recent visit to Washington. I can appreciate, however, that you must be busy enough these days for two people.

I see by this morning's New York Times that the President's decision to call up the 45 to 64 group for registration is an indication "that administration plans for complete mobilization of man power . . . were taking shape". The Times also contains the statement that a Man Power Mobilization Board has been under discussion for quite some time and that "Mr. Roosevelt has indicated at recent press conferences that he hopes to reach a final decision on this important question in the near future".

You already know of my great interest in this problem. I am sure that I could make a real contribution to any organization set up to deal with it. I hope to be in Washington again in the next week or so and I will drop into your office to discuss this further with you. Perhaps by that time we shall know definitely (if you do not know already) where the Board will be located and who will be in charge.

With so many vital things going on in Washington I cannot find it in me to reach a decision to stay in New York.

Sincerely yours,

OWRoss

Oscar W. Ross
Senior Examiner
Hearings Branch

THE SELBY SHOE COMPANY
MANUFACTURERS OF
WOMEN'S FEATURE SHOES
PORTSMOUTH, OHIO
U. S. A.

ARCH PRESERVER
ACTIVE MODERN
TRU-POISE
STYL-EEZ

Dear Madam:

Inasmuch as your activities bring you in contact with many women and girls anxious to "do something - anything" to help the war effort, I know you will enjoy reading the attached booklet "How Can A Lady Help To Win The War."

The booklet is one of our contributions to America's war effort and as such contains no advertising. I believe it to be the first comprehensive booklet of its kind that gives women authentic last minute information on necessary work they can do, government and otherwise, and tells them whom to see or write.

We, here at Selby, would appreciate any comments you may care to make about our efforts.

Sincerely,

THE SELBY SHOE COMPANY.

W E Lawson

W. E. Lawson,
Advertising Manager.

P.S. For your information: You may quote the booklet any way you wish, providing you send us reprints. This booklet is also available in unlimited quantities at our bulk cost price of 5¢ each. If you will write me, I will be glad to send them on to you.

March 21, 1942

War file
Conscription

Miss Alice Garan
112-12- 95th Avenue
Richmond Hill, N.Y.

My dear Miss Garan:

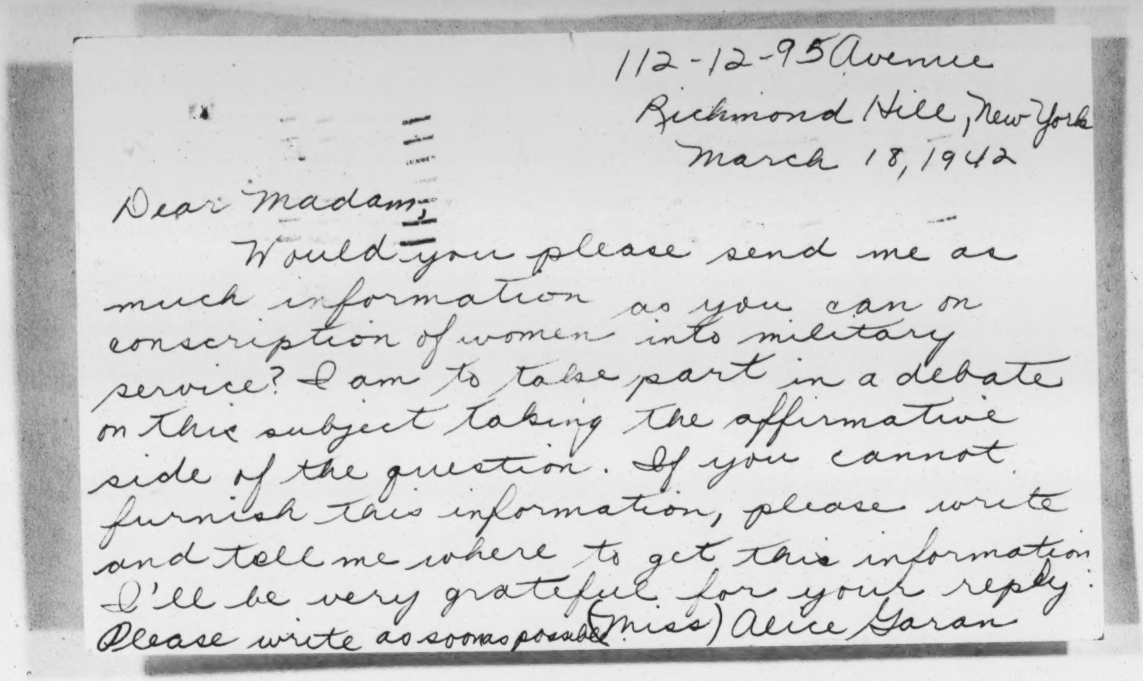
In compliance with your request of March 18th, there is being sent you from the office of the Hon. Edith Nourse Rogers, a copy of the bill on women in military service, sponsored by her.

The enclosed clippings may also be of interest.

Sincerely yours,

Mary Anderson, Director

ec



112-12-95 Avenue
Richmond Hill, New York
March 18, 1942

Dear Madam:-

Would you please send me as much information as you can on conscription of women into military service? I am to take part in a debate on this subject taking the affirmative side of the question. If you cannot furnish this information, please write and tell me where to get this information I'll be very grateful for your reply.

Please write as soon as possible (Miss) Alice Garan

JAMAICA, N.Y. 3
MAR 18
11-PM
1942

U.S. POSTAL CARD
ONE CENT 1
JEFFERSON

THIS SIDE OF CARD IS FOR ADDRESS

WOMEN'S BUREAU
1942

Women's Bureau
Department of Labor
Washington, D.C.

6331 Hamilton St.
Omaha, Nebr.
March 10, 1942

Secretary of Labor Perkins
Washington, D. C.

Dear Madam:

I have been trying to get employment on defense work in Omaha for sometime and I wish to state the condition which I found in two prominent places.

At Brody Lewis Mfg. Company makers of army pants under contract with the Government they pay only $10 per week for four weeks, then 12 dollars a week for four weeks more very few people in their employ get 16 dollars per week. They have a forty hour week.

Dresher Brothers Dry Cleaners and tailoring, when I applied there for work today offered me twenty or twenty five cents as tops for good work and fast with an eight hour day and six days a week. That is twenty or twenty five cents an hour. I haven't worked for Dresher Bros. so I do not know if they pay their other employes more or not.

With such a fair Government I think something ought to be done about such wages. It would be better if they had a reasonable time to learn but they expect real speed even at these wages.

Yours truly,

(Signed) Mrs. Laura Lyons

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STEVENS WAR INDUSTRIES TRAINING SCHOOL

CASTLE STEVENS **HOBOKEN, N. J.**

W. J. TIMBERMAN, Jr., Director
[redacted] Assistant Director
R. H. BAKER,

Tel. HOboken 3-7700

war file

WOMEN'S BUREAU
MAR 7 - 1942
DEPARTMENT OF LABOR

March 6, 1942

Dear Miss Anderson:

Thank you indeed for your letter of March 3, and for all the information enclosed with it. I have not yet had a chance to go through it, but I know that much of it will be of interest.

In my survey so far, I have been considerably disappointed in the lack of interest in training women for war work which is shown everywhere in New York City. Whether it be on the vocational level, or on the technical level we are aiming at here at Stevens, no one seems to feel that a shortage of male labor is imminent enough to warrent adding trained women to the labor supply. I know of only two colleges who are admitting women on a large scale to their ESMDT courses, and have heard of only two commercial schools who are offering courses to women. It seems more than too bad that such an attitude should prevail.

I shall appreciate being on your list to receive further publications on the subject of women in industry, and thank you again for all you have sent so far.

listed for 350

R+ Reprint.

Sincerely yours,

Mary L. Reimold

Mrs. O. S. Reimold

Miss Mary Anderson
U. S . Department of Labor
Women's Bureau
Washington, D. C.

b

March 7, 1942

Miss Helen S. Dowd
U.S.O. Club
Dublin, Virginia.

[illegible] file

My dear Miss Dowd:

Enclosed are the bulletins about labor legislation affecting women in Virginia. I would suggest that you write directly to Mrs. Naomi S. Cohn, Director of the Division of Women & Children, Virginia Department of Labor and Industry, Richmond, Virginia, for information on current issues and present problems of administration.

I enjoyed so much seeing your U.S.O. Club in action and having a chance to talk with you.

I ran off with your book "Berlin Diary". I hope it will be allright with you if I mail it to you next week.

Thank you again for your hospitality.

Sincerely yours,

Mary M. Cannon

mmc
ec

178

March 6, 1942

War file

Miss Ruth C. Hutchinson
1250 Maple Street
Bethlehem, Pennsylvania

My dear Miss Hutchinson:

I am returning your manuscript on "Ohio Women in a Defense Program", which was used in the preparation of an article in the March issue of The Woman Worker. I am also sending you a copy of The Woman Worker in which this material appears (see pages 10-11). We shall be very glad to send you additional copies if you would like them.

We were very glad to have the opportunity to use this material and are sure it will be of interest to our readers.

Sincerely yours,

Mary Anderson, Director

Enclosures
LD

November 25, 1941

Miss Ruth C. Hutchinson
National Youth Administration
1 South Fourth Street
Columbus, Ohio

My dear Miss Hutchinson:

We have been glad to have an opportunity to examine your manuscript. As you know, the Women's Bureau has always been interested in employment figures from Ohio since they are the only ones that have been collected by sex over a long period of years.

If agreeable to you, we should be glad to use some of your findings for a short article in our Woman Worker, addressed chiefly to a showing of the figures as to the types of opportunities for women that probably may be most numerous in the post-war period. To use the findings in this way would condense to about two pages of double spaced typing and, of course, we could not use charts or statistical tables, but just the results analyzed. We would state, however, that it was from a study made by you.

I am holding your manuscript until we hear from you as to whether you would wish it used in this way. It may be that you would prefer to have it returned to you and to develop it in more complete form for use by some other agency.

I am sorry that there has been some delay in replying to your letter, but our small staff is much overburdened at all times and this is the earliest date at which we could have your material read and considered.

Sincerely yours,

Mary Anderson, Director

MEP:ld

National Youth Administration for Ohio
1 South Fourth St.
Columbus, Ohio

WOMEN'S BUREAU
[illegible] 1941
DEPARTMENT OF LABOR

to M.E.P.
Oct 23 – Probably
cannot handle
before nov. 17-20
at the earliest

Miss Mary Adnerson
Womens Bureau
U.S. Department of Labor
Washington, D.C.

Dear Miss Anderson:

Attached is a manuscript on Ohio Women in a Defense Program based on figures regarding employment of women in Ohio from 1914 to 1937.

I began work on this manuscript over a year ago for the specific purpose of verifying the arguments I was using at the time regarding the type of training and work experience which I thought NYA should be providing for young women between the ages of 18 and 25 in Ohio. I used the figures I needed at the time but became interested in delving into the subject further inasmuch as Ohio was one of the few states which kept employment statistics by sex at the time of the first World War.

As you can see considerable time was spent in securing the employment statistics and presenting them in chart form. After working on the material during my spare time over a period of a few months I finally "went stale" on the whole thing and didn't touch it for several months. I would now be willing to put some effort into completing it if I thought the material would be of sufficient use when completed to warrant being published by an interested agency.

I would appreciate your looking over the material and advising me whether or not you think it merits further work on it, and if so whether or not the Womens Bureau might be interested in the finished product. The narrative interpretation was written from the specific point of view of serving a particular purpose within my own agency. It could be rewritten from a more general point of view.

If you think the material could be made useful, your criticisms and comments regarding changes which should be made would be most appreciated.

Sincerely yours,

Ruth C. Hutchinson

Ruth C. Hutchinson

WOMEN'S BUREAU
DEC 2 1941
DEPARTMENT OF LABOR

314 West 7th Ave.
Columbus, Ohio
November 30, 1941.

Miss Mary Anderson, Director
Women's Bureau
U.S. Dept. of Labor
Washington, D.C.

Dear Miss Anderson:

Thank you for your letter of November 25 stating that you have examined my manuscript and would like to use some of the findings for a short article in your Woman Worker, indicating that it was from a study made by me. I shall be very glad to have the material used in this way.

I shall appreciate having the manuscript returned to me when you have finished with it. I will be in Columbus until January 1st. If you have not returned it by that time I could pick it up at your office when I am in Washington early in January.

Sincerely yours,

Ruth C. Hutchinson

Ruth C. Hutchinson

178

February 14, 1942.

Miss Ruth C. Hutchinson,
1250 Maple St.,
Bethlehem, Pa.

My dear Miss Hutchinson:

I was delighted when I received your letter and learned that you had succeeded completely in overcoming Dr. Leiserson's resistance to women (or to former students) and landed the position which I know you very much wanted.

I am sure that you will be successful in your new work and I hope that you will enjoy it as much as you anticipated when I talked to you. If your duties bring you to Washington, I will be very glad to have you drop in to see me.

Sincerely yours,

Louise Stitt, Director,
Division of Minimum Wage.

LS/nb

WOMEN'S BUREAU
JAN 28 1942
DEPARTMENT OF LABOR

1250 Maple St.
Bethlehem, Penna.
January 26, 1942.

Miss Louise Stitt, Director,
Division of Minimum Wage,
Women's Bureau,
Washington, D.C.

Dear Miss Stitt:

You asked that I let you know if I succeeded in getting the appointment as Field Examiner for the National Labor Relations Board. I did, and I will commence work next week in Region 13 with headquarters in Chicago.

I enjoyed seeing you when I was in Washington and hope our paths may cross again sometime soon.

Sincerely yours,

Ruth C. Hutchinson

Ruth C. Hutchinson

178

December 5, 1941

Miss Ruth C. Hutchinson
314 West Seventh Avenue
Columbus, Ohio

My dear Miss Hutchinson:

We appreciate the opportunity to use findings from your manuscript in The Woman Worker. However, the schedule for preparation of material for The Woman Worker will probably involve its use until the latter part of January. If you will keep us informed as to your address we shall be very glad at that time to send the manuscript to you.

Sincerely yours,

Mary Anderson, Director

MEP:ld

November 27, 1941

Miss Ruth C. Hutchinson
314 West Seventh Avenue
Columbus, Ohio

My dear Miss Hutchinson:

I have your letter of November 24th and shall be glad to note your qualifications.

The Women's Bureau selects its personnel only from those on the regular civil service registers. The Bureau has not given a special examination for some time and does not plan to give one at any time in the near future.

I have asked the United States Civil Service Commission to send you an application blank for the examination of Economist which has recently been announced. This examination is open until further notice and positions will be filled in various grades.

Sincerely yours,

Mary Anderson, Director

MEP:ld

WOMEN'S BUREAU
NOV 26 1941
DEPARTMENT OF LABOR

314 West 7th Ave.
Columbus, Ohio
November 24, 1941.

Miss Mary Anderson
Womens' Bureau
U.S. Dept. of Labor
Washington, D.C.

Dear Miss Anderson:

Will you please send me the necessary forms on which I may submit an application for employment with the Women's Bureau. As you know, during my six years as an industrial secretary in the Cleveland Y.W.C.A. and during the last three years as State Supervisor of Girls' Activities for the National Youth Administration in Ohio, I have been very actively interested in the problem of labor standards for women workers.

I do not now have Federal Civil Service Status. However, my present position with NYA is being abolished January 1st due to budget reductions. I am therefore eligible for the Emergency Replacement List established by the Civil Service Commission under Executive Order No. 8458. I have applied for placement on that list.

I would appreciate advice from you as to which Civil Service examination is required for placement on the regular list of eligibles from which Womens' Bureau field representatives are selected.

Thank you for your courtesy in this matter.

Sincerely yours,

Ruth C. Hutchinson

Ruth C. Hutchinson

P.S. I am the person who submitted to you a few weeks ago in manuscript form a preliminary analysis of the employment of women in Ohio during the World War.

April 25, 1942.

War file

Miss Adela Carrillo Gantner,
2900 Vallejo Street,
San Francisco, California.

My dear Miss Gantner,

We are hastening to reply to your telegram of today requesting material on organization, legislation, and registration of women as farm labor.

You will find enclosed a copy of recommendations on women as farm workers, which the Women's Bureau has drawn up. This is not necessarily the final draft, but we thought that it would be helpful to you, since it shows the stand and standards of our bureau in regard to this type of woman labor during the emergency. We shall be glad to send you the final draft as soon as it is available.

not attached when received in file. M.J.

The enclosed material from the United States Employment Service on this subject will be of interest and assistance to you. If you wish to consult further that service we suggest that you communicate with Mr. Will Denham, here in the Federal office and the supervisor of the Farm Placement Section of the San Francisco Public Employment office.

We have asked the Agricultural War Relations Section to send you available information on the use of women as farm labor, and have been assured that this will be forwarded to you.

As you probably know the State of Oregon has had a State-wide voluntary registration of women, with the idea of having their services as paid workers utilized in case of emergencies in any field of work, particularly in regard to the harvesting and canning of crops. We believe that you might secure some helpful information on that effort in Oregon by writing to Mrs. Saidie Orr Duhbar, Congress Hotel, Portland, Oregon, as whe was the director of the Women Volunteers who served as the enumerators, contacting the women throughout the State. The registration as you also probably know was sponsored by the State Employment Service.

In regard to the use of women as farm workers in foreign countries we have no available information to send you today, but if we can find satisfactory references to source material we shall be glad to send such a list to you later. We were told by the Department of Agriculture that Mr. Otis Milliken, on its staff, is collecting data on women farm workers in England and Germany, and that when it is ready some time hence, he will send you a copy.

We have no very definite information on the use of women as volunteers in this field, although here in the east the American Women's Voluntary Services has been working on a plan for a Woman's Land Army. The former director of this project is Mrs. [redacted] Dupuy, 2719 Dunbarton Avenue, Washington. Though she has severed her connection with the A.W.V.S. we understand that she is still greatly interested in trying to build up such an army in the eastern part of the country. We feel sure that she would be glad to give you the benefit of her experience and efforts.

Yours sincerely,

Mary Anderson, Director.

MWR
/ll
Encl.

CLASS OF SERVICE

This is a full-rate Telegram or Cablegram unless its deferred character is indicated by a suitable symbol above or preceding the address.

WESTERN UNION

1201

SYMBOLS

DL=Day Letter
NT=Overnight Telegram
LC=Deferred Cable
NLT=Cable Night Letter
Ship Radiogram

A. N. WILLIAMS
PRESIDENT

NEWCOMB CARLTON
CHAIRMAN OF THE BOARD

J. C. WILLEVER
FIRST VICE-PRESIDENT

The filing time shown in the date line on telegrams and day letters is STANDARD TIME at point of origin. Time of receipt is STANDARD TIME at point of destination

.FA45 53 NT=SANFRANCISCO CALIF 24

1942 APR 25 AM 7 25

~~KATHERINE LENROOT~~= 1305

WOMENS BUREAU DEPARTMENT OF LABOR WASHDC=

PLEASE SEND LITERATURE ON ORGANIZATION LEGISLATIONS AND REGISTRATION OF WOMEN TO REPLACE MEN AS FARM LABOR PERIOD BOTH VOLUNTARY AND WAGE EARNERS PERIOD ALSO IN ENGLAND, AND OTHER COUNTRIES BOTH ENEMY AND FRIENDLY IF AVAILABLE PERIOD SUGGESTION AS TO SOURCE MATERIAL IN SANFRANCISCO REGION WILL BE WELCOME PERIOD ADDRESS 2900 VALLEJO STREET SANFRANCISCO=

MISS ADELA CARRILLO GANTNER.

4-25-42
8:45

2900.

THE COMPANY WILL APPRECIATE SUGGESTIONS FROM ITS PATRONS CONCERNING ITS SERVICE

SPRECKELS SUGAR COMPANY
Spreckels, Calif.

Chas. L. Pioda
Resident Manager

April 24, 1942

Miss Ethel Erickson
Field Representative
U. S. Department of Labor
Women's Bureau
Washington, D. C.

War file

Dear Miss Erickson:

I am enclosing the list of estimated jobs in which women can be used at our Spreckels plant. So far, of course, this is only an estimate and we will not have the complete picture until our operating season is underway.

I promised a flow-chart that would explain the jobs as listed but have not had time to develop it. If it is possible to get one made up that is intelligible I will forward it to you.

The pamphlets on standards for women, etc., have been received and are greatly appreciated. I am quite sure that these pamphlets also reached our superintendents at Woodland and Manteca.

We want to thank you for your visit to our plant and will look forward to seeing you when you are in our part of the country again.

Yours very truly

W. C. Johnson
Industrial Relations Mgr.

WCJ:MC
Encl.

1942

ESTIMATE OF EMPLOYMENT OF WOMEN IN FACTORY JOBS

SPRECKELS FACTORY NO. 1

GROUP 1

		No. 24 hours	
BEET RECEIVING	Sample Catchers	2	
	Shuttle Conveyor	1	
	Yard Clerk	1	4
BEET END	Beet Wheels & Trash	9	
	Beet Drag	6	
	Knife Station	9	
	1st Carb.	3	
	2nd & 3rd Carb.	3	
	1st. Carb. Dorr	3	
	Battery operators (Inc. Relief)	18	
	Heaters	2	
	Beet End Enginer	3	
	Gas pumps	3	59
SUGAR END	Sugar Boilers	4	
	Sugar Mixers	3	
	Concentrators	3	
	Melters	3	
	Syrup Troughs	3	
	Scrolls	3	
	Wet Sugar Bins	3	
	Granulator operator	3	
	Granulator helper	3	
	Pocket machines	12	
	Sewing 100# pack	6	
	Inspector	3	
	Relief sewer & inspectors	3	
	Generator engine	3	
	Oiler sugar end	3	58
STEFFENS HOUSE	Slacker	3	
	Rotary Fireman	3	
	Sacch. Mixers & Pumps	3	
	Cooler Helper	3	
	Solution	3	
	Cold and Hot Oliver Scrubbers	18	
	Engine Oiler	3	36
PULP DRIER	Feeder	6	
	Press men	3	
	Separator	3	
	Engine	3	15

Women Employee
Estimate Continued 1942

		No.	24 hours
ELECTRIC DEPARTMENT			
	Outside Pumps	3	
	Switchboard	3	6
MISCELLANEOUS			
	Assistant Supts. Clerk	1	
	Messenger	1	
	Elevator & Laundrymen	5	
	Time Office	3	10
FACTORY LABORATORY			
	Benchmen	9	
	Carbonators	3	
	Sample carriers	6	18
TARE LABORATORY			
	Dumper	1	
	Weigher	1	
	Balancemen	1	
	Polariscope	1	
	Dish wahher	1	
	Clerk	1	6
STOREROOM			
	Stores	3	3
	GRAND TOTAL	215	

ESTIMATE OF EMPLOYMENT OF WOMEN

(Displacement of one man by more than one woman)

Group 2

	Shift		
	Present	Women	No. for 24 hours
EVAPORATORS	1	2	6
Beetend Laundyy	1	2	6
Thick presses	4	6	18
Beetend Oliver Operator Scrubber	2	3	9
Taremen	4	5	5
	12	18	44

See letter from
Erickson Mar 14, 1942
Aviation #2 file
for Spreckles Report
If Miss Erickson
wrote a later rept
on this plant it has
not been sent to files

M. Turner

Also Margaret Anderson
Jan 22, 1943

February 23, 1942

Mr. W. C. Johnson
Industrial Relations Manager
Spreckels Sugar Company
Spreckels, California

My dear Mr. Johnson:

I have your letter of February 16th this morning. Miss Ethel Erickson, Industrial Supervisor of the Women's Bureau, is in California now conferring with aircraft manufacturers in regard to the employment of women. I have wired her to call on you to confer with you in regard to the employment of women in your plant. We are very glad to cooperate with you in this matter.

Sincerely yours,

Mary Anderson, Director

MA:IS

Schapiers copy this letter
sent to M K Anderson 1/22/43

Files

STANDARD FORM No. 14
APPROVED BY THE PRESIDENT
MARCH 10, 1926

TELEGRAM

OFFICIAL BUSINESS—GOVERNMENT RATES

FROM Labor Dept.

BUREAU Women's

CHG. APPROPRIATION Salaries and Expenses

U. S. GOVERNMENT PRINTING OFFICE 10—1723

February 23, 1942

Night Message

Miss Ethel Erickson
Clark Hotel
Los Angeles, California

SPRECKELS SUGAR COMPANY SPRECKELS CALIFORNIA XXXXXX CONTEMPLATING EMPLOYMENT CONSIDERABLE NUMBER OF WOMEN. WANTS INFORMATION AND SUGGESTIONS IN REVISING POLICIES AND PLANT FACILITIES. ADVISING MR. W.C. JOHNSON INDUSTRIAL RELATIONS MANAGER THAT YOU WILL CALL.

MARY ANDERSON

IS

SO 48-4399 3M 8-41 (23488)

ADDRESS ALL COMMUNICATIONS TO THE COMPANY

SPRECKELS SUGAR COMPANY
SPRECKELS, CALIF.

CHAS. L. PIODA
RESIDENT MANAGER

February 16, 1942

WOMEN'S BUREAU
FEB 26 1942
DEPARTMENT OF LABOR

Miss Mary Anderson
Director of Women's Bureau
United States Department of Labor
Washington, D. C.

Dear Miss Anderson:

We are contemplating the possible employment of a considerable number of women in our plant to fill jobs at present held by men who may be called into military service.

Do you have any information or suggestions that would be helpful to us in revising our policies and plant facilities appropriately.

Yours very truly,

SPRECKELS SUGAR COMPANY

W. C. Johnson
mc

W. C. Johnson
Industrial Relations Mgr.

WCJ:MC

SO 48-4399 2M 12-41 (24097)

ADDRESS ALL COMMUNICATIONS TO THE COMPANY

acknowledged
E. E. in
field
348

SPRECKELS SUGAR COMPANY
SPRECKELS, CALIF.

CHAS. L. PIODA
RESIDENT MANAGER

November 7, 1942

Miss Ethel Ericson
Field Representative
Women's Bureau
U. S. Department of Labor
Washington, D. C.

Dear Miss Ericson:

You will no doubt recall that you made a tour of our plant during March of this year. Of course, at that time we were shut down and you did not get a very good picture of our operating conditions.

The estimate of the employment of women we mailed to you called for a total of 215 women that could be used on factory operations. It will no doubt interest you to know that at present we have 230 women employed on jobs formerly done by men and prospects are that by the end of the year we will be able to absorb even more.

On the whole, we are very gratified at the showing these women are making and in fact in a number of instances, we have been surprised at the skill displayed. For example: In our lime kiln department we have an overhead rock car traveling on a framework about 150 feet above the ground and which we were positive women would be neither able nor willing to operate. At present we have women on two shifts operating--I think--as efficiently as men and we are training the third woman for the other shift.

We hope to have pictures taken of a good many of these jobs and when ready will send you copies. In the meantime, we are sending you under separate cover several recent issues of our plant publication, "Honey Dew News" showing a few pictures of women working in our various plants and are putting your name on our mailing list so that you will receive copies regularly.

Very truly yours,

W C Johnson

W. C. Johnson
Industrial Relations Manager

J:C

gvut

file 272

FEDERAL SECURITY AGENCY
OFFICE OF DEFENSE HEALTH AND WELFARE SERVICES

OFFICE OF THE
REGIONAL DIRECTOR
DISTRICT OF COLUMBIA,
MARYLAND, NORTH CAROLINA,
VIRGINIA, WEST VIRGINIA,

REGION IV
SOCIAL SECURITY BOARD
1025 VERMONT AVE., NW.
WASHINGTON, D. C.

May 30, 1942

WOMEN'S BUREAU
JUN 1 - 1942
DEPARTMENT OF LABOR

Miss Mary Cannon,
c/o Women's Bureau,
U. S. Department of Labor,
Washington, D.C.

Dear Miss Cannon:

I am very pleased to have your letter of May 20 and the interesting information it contained about the situation at Elkton, Maryland. I will appreciate it if you will keep me informed of any new information you might obtain on this or from other areas in Region IV.

Very sincerely yours,

J I Neasmith
John I. Neasmith,
Acting Regional Recreation
Representative

FOR VICTORY
BUY
UNITED
STATES
SAVINGS
BONDS
AND
STAMPS

336

May 28, 1942

War file

Miss Josephine Sistek
138 Kay Way
Clairton, Pennsylvania

My dear Miss Sistek:

President Roosevelt has asked me to reply to your recent letter in regard to your employment at the Irwin Tin Mill, Dravosburg, Pennsylvania.

The Federal government does not have the authority to interfere in the matter of type of work clothes your employer requires. It would seem, therefore, that your best course of action would be to take this matter up with your union representative, if there is such an organization. If this course of action is not available, perhaps the personnel manager or other supervisor at the mill would discuss this problem with you.

In regard to the regulation requiring women employees to resign upon marriage. We have found that in recent months many firms which have had such a policy have discontinued it due to the pressure of war work and the need for experienced workers. It is to be hoped that your firm also will discontinue its present policy.

Sincerely yours,

Mary Anderson, Director

LD

Miss Josephihe Sistek

138 Kay Way
Clairton, Pa.

Rec'd 5/23/42

WOMEN'S BUREAU
MAY 25 1942
DEPARTMENT OF LABOR

Employed at Irwin Tin Mill, Dravosburg, Pa., writer complains uniforms are too expensive and urges that gifls be permitted to wear slacks, and to continue at work after marriage if husbands are in military service.

WB

MAY
DEPT. OF LABOR

IN FLIGHT

Labor

RESPECTFULLY REFERRED
FOR ACKNOWLEDGMENT
AND CONSIDERATION
M. H. McIntyre
Secretary to the President

Dear Mr President

Forgive me for troubling you at such a troublesome time.

Please answer these two questions.

1st. Why are we girls not allowed to wear slacks at work. I work at the Irvin Tin Mill in Dravosburg Pa. Uniforms are way to costly at the present time.

2nd. Why can't we continue to work after we marry - that is of course if our husbands are in the Service.

I will pray that you answer this letter although I'd rather not make it public.

The Irvin works is a Defense Plant.

Yours truly
Josephine Sistek

(OVER)

TRANSCONTINENTAL & WESTERN AIR, INC.
ROUTE OF THE STRATOLINERS — SHORTEST, FASTEST, COAST TO COAST

Miss Josephine Sistek
138 Hay Way
Clairton, Pa.

May 19, 1942

Mr. Vito Lazzaro
Junior Methods Engineer
Scovill Manufacturing Company
Waterbury, Connecticut

War file

Dear Mr. Lazzaro:

Your letter of May 8th to the Department of Labor has been referred to the Women's Bureau for answer. The Women's Bureau has been studying and investigating the employment of women in defense industries. Recent surveys have been made in the aircraft, small arms ammunition and artillery ammunition industries covering the jobs held by women, wages, hours of work, condition and personnel policies and practices affecting productive workers.

Women are employed extensively and satisfactorily as machine operators. Many women are operating drill presses on applications such as reaming, countersinking, counterboring, tapping, etc. Both jig and sensitive drill presses are operated and drills are changed and sharpened by women. To a lesser degree women were found operating milling machines, small turret lathes and hand screw machines, surface and other grinders. Women were seen working from blue prints and other job specifications to tolerances expressed in ten-thousandths of inches using micrometers, verniers and calipers in their work. Filing and burring is a common beginning job for women on metal. In ammunition plants women are working on metal components on drawing, assembly and inspection jobs.

In the aircraft industry - in addition to the machine operations already mentioned - women are working along side of men on many types of sheet metal fabrication, riveting, forming, spot and gas welding on both sub and major assemblies. Their employment in electrical, radio and instrument departments is increasing rapidly and marked satisfaction was expressed with their production. The cutting of wires, lugging, soldering, and precision assembly with all types of hand and power driven tools on junction boxes and instrument panels was reported. All types of inspection, vendors goods, Rockwell testing, magna flux, visual, gage and other was being carried on by women. Some women were found in tool cribs and storerooms. Women were being used in production control and planning. Comments on the efficiency of women were generally favroable and instances were cited where the production of women especially on drill presses and detailed assemblies - where the largest number of women were reported - had materially surpassed that of men.

As a wage standard the Women's Bureau is urging that rates of pay be based on the job and that the same scale of wages should apply to both men and women. In 14 of 23 aircraft plants visited, the entry rate 60 cents an hour with a progression to 75¢ an hour after 12 weeks, was the same for men and women. In five small arms ammunition industries the lowest entry rate was 52 cents for men and 46 cents for women; the beginning rates for women ranged from 46 to 58 cents an hour; and the prevailing hourly rates for women from 52 cents to 65 cents. In artillery ammunition the manufacture of components and loading plants, beginning rates for men ranged from 45 to 80 cents, and for women from 35 to 65 cents an hour with the prevailing rates for women ranging from 35 to 72 cents.

Wage incentives in the form of piece work, group or other bonus systems have not been found to a marked extent in defense work. The afternoon and grave yard shifts have higher basic rates. Recent figures from two Ohio metal plants having wage incentives plants showed averages of approximately 80 cents an hour for women.

Sincerely yours,

Ethel Erickson
Field Supervisor.

EE:LW

SCOVILL MANUFACTURING COMPANY
ESTABLISHED 1802.
WATERBURY, CONNECTICUT

WOMEN'S BUREAU
MAY 11 1942
DEPARTMENT OF LABOR

IN REPLYING REFER TO Planning Dept.

May 8, 1942

U. S. Department of Labor
Washington, D. C.

Dear Sirs:

Will you please inform me if you have any information available on the following subjects:

1. Efficiency and Production performance of women workers in the factory in the metal trades industry for machine operations and bench work operations. Machine operations include such operations as, blanking, piercing, drawing, drilling, reaming, edging and knurling, and assembly on such machines as punch presses, drill presses, ratchet dial presses, edging and knurling machines, kick(foot) presses, etc. Bench work includes such operations as inspecting, assembling two or more parts of a product, sorting, etc.

2. Base rates, and maximum rates for hourly paid men and women workers in the metal trades industry for factory service and productive work.

3. Wage incentives for women workers in the factory in the metal trades industry.

In each case indicated above, I am interested in actual figures rather than general statements.

Please list any publications and their author which would have this information. Thank You.

Yours truly,

V. Lazzaro

Vito Lazzaro
Jr. Methods Engineer

VL/MC

MAY 11 1942

wm file BE

May 15, 1942

rs.
Miss Louise De Long
K F J Z, Tarrant Broadcasting Co.
1201 West Lancaster
Fort Worth, Texas.

My dear Mrs. ~~Miss De~~ Long:

We have your letter of May 13th, and enclose a statement on recreation and housing for women war workers, with the recommendations including a statement on adequate care of children of working mothers.

The U. S. Children's Bureau has information in this field and we are asking that agency to send you all available information.

Sincerely yours,

Mary Anderson, Director

rfn
ec

Comment

KFJZ
TARRANT BROADCASTING COMPANY
1201 WEST LANCASTER
FORT WORTH, TEXAS

ELLIOTT ROOSEVELT, PRESIDENT

TELEPHONE 3-3474

May 13, 1942

WOMEN'S BUREAU.
MAY 14 1942
DEPARTMENT OF LABOR

Miss Mary E. Anderson, Director
Women's Bureau
Department of Labor
Washington, D. C.

Dear Miss Anderson:

I cannot begin to thank you for the bulletins and the copy of your own speech which I received in reply to my request for information on the subject, "Women in War Industries". The promptness with which I received them, and the wealth of material they provided for my report are very greatly appreciated.

I hopw you will not mind if I quoted you at length. I was very careful to give full recognition to my source, and several members of the class asked how they might obtain copies of the material you sent to me.

Would it be too presuming to ask for further assistance?

The Personnel Management Class of the ESMDT program at Texas Christian University closes tonight. However, we are given until May 20, to complete a written report on some personnel problem and its solution...either from our own experience or a hypothetical one. Inasmuch as I have had no actual personnel experience, my report must necessarily be based on some problem other than one of my own experience.

X

I have chosen to write on a subject which presented itself to me while I was working up material for my oral report and one in which I am personally interested, since I am the working mother of a five-year-old son..... the problem of what is to be done about the pre-school children of mothers who are to be engaged in War Production?

X

Send our Recent + [illegible]

CB has published material on this — JAS

X

If you have any material on this subject concerning the Government Schools that have been established for this purpose in England, Germany and other warring countries, as well as any information whatever as to what is being done, or has been done, along these lines in our own Country, I should certainly be most grateful to receive it. Or if you do not have such information available, perhaps you could direct me to some possible source ?

As you can see, Miss Anderson, I am very interested in this business of Personnel Management, particularly in regard to women and their problems, and hope to be able to contribute something toward the War Effort as a result of my studies this winter.

Again, may I express my appreciation for the material I have already received?

Cordially,

Louise De Long

Louise De Long

LDL:

C
O
P
Y

K F J Z

TARRANT BROADCASTING COMPANY
1201 West Lancaster
Fort Worth, Texas

Elliott Roosevelt, President

May 13, 1942

Miss Mary E. Anderson, Director
Women's Bureau
Department of Labor
Washington, D.C.

My dear Miss Anderson:

* * * * * *

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* * * * * * *

Cordially,

/s/ Louise De Long

U.S. DEPARTMENT OF LABOR
WOMEN'S BUREAU
Washington

May 15, 1942

Respectfully referred to

[redacted]

Children's Bureau

copy of letter from:

Mrs. Louise De Long
K F J Z, Tarrant Broadcasting Co., 1201 W. Lancaste
Ft. Worth, Texas.

(URGENT)

The writer has been informed of this reference.

Mary Anderson

(1990) Director.

385

May 14, 1942

War file

Miss Helen Walls
10 Helen Street
Secaucus, New Jersey

My dear Miss Walls:

Your recent letter to President Roosevelt has been referred to the Women's Bureau for reply to that part of it in which you discuss your work in a pattern factory.

It would seem that this work would be regulated by the Federal Fair Labor Standards Act, and I have referred a copy of your letter to the Wage and Hour Division of this Department for further attention. This law provides that at least 30 cents an hour must be paid for hours worked up to 40 a week and time and one-half the regular rate for hours in excess of 40. Higher rates have been set for many industries.

There is in effect in the State of New Jersey a minimum-wage law under which a wage order has been issued for light-manufacturing occupations. I am, therefore, referring a copy of your letter to Mr. John J. Toohey, Jr., Commissioner, New Jersey Department of Labor, Trenton, for information as to the application of this wage order to your work.

As you do not mention the name of the factory where you are employed, it might be well for you to write direct to the Wage and Hour Division Field Office, 31 Clinton Street, Newark, New Jersey, and to the New Jersey Department of Labor, giving full information as to your rate of pay, hours of work, and the name and address of your employer.

Sincerely yours,

Mary Anderson, Director

LD
CC: Mr. Eugene W. Slown,
Executive Director
War Savings Staff
U. S. Treasury Department
Washington, D. C.

May 14, 1942

Mr. Eugene W. Sloan, Executive Director
War Savings Staff
U. S. Treasury Department
Washington, D. C.

My dear Mr. Sloan:

In accordance with your request I am enclosing a copy of our letter to Miss Helen Walls, 10 Helen Street, Secaucus, New Jersey.

Sincerely yours,

Mary Anderson, Director

LD

TREASURY DEPARTMENT
WASHINGTON

~~DEFENSE SAVINGS STAFF~~
War Savings Staff

WOMEN'S BUREAU
MAY 13 1942
DEPARTMENT OF LABOR

MAY 12 1942

RECEIVED
MAY 13 1942

Labor Department,
Washington,
D. C.

Gentlemen:

We are enclosing herewith a letter received from Miss Helen Walls, 10 Helen Street, Secaucus, New Jersey, relative to the wages she is now receiving.

Will you please handle and let us have a copy of your reply for our information and files.

Sincerely yours,

EW Sloan

Eugene W. Sloan,
Executive Director,
War Savings Staff.

Enclosure

FOR DEFENSE
BUY
UNITED
STATES
SAVINGS
BONDS
AND STAMPS

c
o
p
y

10 Helen Street,
Seaaucus, New Jersey

April 20, 1942.

Mr. Franklin D. Roosevelt,

Dear Honorable President:

My sympathy goes out to you indeed in these troubled times and I don't see why people would be so slow in cooperating in such a wonderful thing as buying Bonds that it might be suggested that they may need to compel people to buy same. Do you suppose if an ad were made to this effect to make more people see the bonds in the light I do "Buy a Ten Year War Endolment Bond" They would perhaps figure it out then that it really is like an endowlment policy only much better. Higher interest and no Red Tape getting it out if needed in an emergency. I get mine the easy way by having it taken from my income weekly. Just as if I were paying a weekly policy. I don't feel it too much that way.

Though I get a very small wage in plan where I work. I only average $10.12 a week at an average of .30 an hour. Could I be informed is that the regular hourly rates or where could I find this out. I work for such a concern for 18 years now.

Personally they pay so poorly I almost wishes it were possible that the place in some way could be turned into a Defense Plan thereby all of us girls could perhaps make a half way decent wage for which I'm sure we'd all be glad to work hard at to be also doing our bit for our country. and perhaps if we made more we could also spare a bit more towards bonds. We should all save up for. Please excuse my scribble and errors as I am a nervous type person.

Guess small income in these times is enough to make anyone nervous and with such ambitions to do so much with so little I do hope someone will write an answer to both my questions about "Ten Year War Endowlment Bonds" and the fact of our concern turning into a defense job.

And is our salary fair. Should I inquire what the correct rates are. Someone told me 37¢ an hour is the least we should get. You see I work piece work at paper patterns for dresses.

Respectfully

/s/ Helen Walls

Defense
196

May 8, 1942

Miss Hazel Johnston
Racine, Missouri.

My dear Miss Johnston;

Your letter of May 5th, to the Department of Labor, has been referred to the Women's Bureau for reply.

The Women's Bureau has made a survey of aircraft assembly plants to determine on what occupations women could be satisfactorily employed, and we know definitely that some women are being used as inspectors in one of the aircraft plants in the Wichita area. Presumably this may be more general now than at the time (several months ago) we visited that area. We are not in a position to state what your opportunities for employment would be when you finish your course as we are not a placement agency, now do we receive news of job vacancies from week to week in different parts of the country.

We do not have information on the Swallow School, on its relation to the aircraft factories in and around Wichita, nor do we have any knowledge as to their success in placing graduates of their school. We do know that there is a good public vocational school in Wichita, which at the time we were there was offering inspection training to women (this public school is under the supervision of the Kansas director of vocational education).

Sincerely yours,

Mary Anderson, Director

rfn
cc

Racine, Missouri
May 5, 1942

Department of Labor
Washington D.C.

RECEIVED
MAY 7 1942
CHIEF CLERK
DEPT. OF LABOR

WOMEN'S BUREAU
MAY 7 - 1942
DEPARTMENT OF LABOR

Dear Sir:

To what extent are women being hired in aircraft plants as inspectors? I am considering going to the Swallow school in Wichita. I would like to know about this before I go. I am sorry to bother you but I know no other way to be sure the answer is right. Thank you.

Yours truly,
(Miss) Hazel Johnston

Smooth Susan Takes a War Job

(All over America today thousands of girls are at work in the factories of the nation, taking their large and important part in the production of material vital to the war effort. Had it not been for Pearl Harbor, these girls would have spent the Summer of 1942 in quite a different way.

(To get the facts on this new life of theirs, Nell Giles—creator of "Smooth Susan" and a member of the Globe staff—applied for and obtained a full-time job in a nearby Greater Boston war plant. The first of a new series by her appears below.)

★ ★ ★

By NELL GILES

I've just finished my first day on a factory bench and I honestly wonder how I can ever go back to the humdrum world of people who don't make the wheels that go round! I'm here for the Summer, and the censor won't allow me to tell you where "Here" is, but I can say that what we make is precision instruments for planes.

Some of our instruments were on Jimmy Doolittle's dashboard that day over Tokio!

Now, if you can imagine somebody who has absolutely no flair for science . . . can't add a double column of figures . . . can't understand what they call the simplest problem in physics . . . getting all excited about assembling a few screws and a hunk of bakelite . . . then you have a fair idea of how I feel tonight after working a day in a factory that's turned over to war production.

★ ★ ★

The funny thing is that I took this job to write the glamour out of Women in War. Too many articles about women in war written by people who've never been a woman in war . . . too many pictures of beautiful girls posed on the wings of planes with a glowing caption to make you think that war is glamorous . . . and that all the women who go to war, whether it's on the production bench or elsewhere, are young and lovely and fresh from college.

The way to find out about women in war is to get a real job . . . not a phoney one . . . and in such a factory as this one I'm working in. One day doesn't give you the answers . . . but in one day you know you're caught up in the heart of what's happening.

The training man took our class of 16 on a SAFETY lecture tour today. He had us stand in front of a big Frankenstein of a machine . . . in a couple of seconds it can bore a hole through steel, hard glass . . . anything in its way, including the human body. The man explained WHY people get hurt on this machine. It's because you see the metal chips piling up around the tool as it bores through the steel and SOMETHING . . . maybe your instinct for dusting! . . . makes you pick up a cotton cloth to brush them away. And before you know it, the cloth and the hand and the arm are caught up in the heart of the machine.

Last year this factory I'm working in got first prize for the FEWEST accidents . . . and the company altogether has spent something pretty close to $300,000 for the safety of its employees. I'm not going to feed you much arithmetic when I tell you about this factory job . . . not one single figure that you wouldn't learn if you were right here in my shoes. But the man who trained us spent so much time on the SAFETY part, it seemed important.

Also, for weeks before I finally landed this job I used to wake up in the middle of the night dreaming I'd just lost an arm or leg or a finger. And if you have those nightmares about machines, perhaps you'll be comforted to know that machines are nice people if you don't try to get domestic or possessive with them!

It's been pounded into our heads today that it takes 14 people working in a factory to keep a man flying. It's speed they want from us . . . and all around the walls are quotes from Mr. Donald Nelson, especially the one about "Too much . . . too soon."

You can't help but see some little guy in Australia . . . or Libya . . . or Ireland, straining his eyes in the skies watching for a fresh shipment of American planes. So you try to catch on quickly when the man shows you how to use both hands in assembling screws and metal, cutting down the motions from 18 to seven on this particular job. And what makes you numb, thinking about that little guy watching for the planes, is knowing that if you've been careless, the little guy may die.

The foreman explained carefully what happens to this gimcrack I've been working on all day . . . trying to cut down from 18 to 7 movements in getting it together, and though I can't get it through my head what makes the wheels turn, I do understand that they won't turn unless the gimcrack is perfect to one thousandth of an inch. That's one-third of the diameter of a hair, just putting it down in figures I can understand.

Tomorrow I'll go back and explain how to get a job like this one.

SMOOTH SUSAN TAKES A WAR JOB

6-23-42

2.

How She Applied and How You Can Apply for Factory Work

By NELL GILES

The man who filled out my card at the United States Employment Agency, 9 Beacon st., Boston,, was pretty sure I was making a big mistake. Listen, lady, he kept saying, with your experience you don't want a factory job . . we can use your writing stuff for the government, maybe. And I kept saying that I didn't WANT to write stuff for the government . . I wanted to make bullets or airplanes or something like that . . something you can LOOK at, and autograph . . from me to Adolf, poisonally!

Just the same, if I hadn't been so set in my ways, I'd have been lucky to have this man's advice. That's one thing about this government employment agency . . in spite of all the waiting around you have to do, because there are so many ahead of you, they really seem to care what happens to you and you don't feel that you're just a number on a card.

Though it's been said so many times before, it may be a good idea to tell you just what you have to do to get a war production job.

No Charge by Agency

First, you must apply. The Boston center of all war production employment is the government's agency (formerly the State Employment Agency) at 9 Beacon st. 150,000 were placed by them last year.

Every town or district has a branch of this government employment agency, so you don't need to come to Boston to apply.

There are other places where you may make application for war work and there is no charge for applying and no fee to be paid them if they do get a job for you. For people between the ages of 17 and 24, the National Youth Administration (N. Y. A.) is one of the most efficient, because they train you and then place you—and pay you a small salary (something like $25 a month) while you are being trained.

The N. Y. A. started hiring women in 1938, using the Springfield Armory as a testing ground. Nobody needs to tell you that in the year of Our Lord, 1942, women in industry are no experiment. The factory where I'm working this Summer employs 40 percent women—and in England about 70 percent of all industrial workers at this time are women.

Personnel Man No Softie

There's a third place to apply for war production work, and that's in the employment office of the factory itself. The usual rule is that men apply in the morning, and women in the afternoon. I can only tell you about one factory employment manager, the one who interviews the thousands who apply at the factory which employs me. And if they are all like this man, there's nothing to scare you.

He's no softie, but certainly no bear either, and he takes the trouble to make you feel like a human being. The most important thing I've learned in this factory job so far is that the people who work with machines are exactly like the people who have white-collar jobs, except that some of the machinists are smarter.

The second thing to do, once you've applied for a job and secured it, is to be trained. I've mentioned that the N. Y. A. trains you for various types of war jobs. You'll also be trained by the factory who employs you. In my own case, the training period lasts a week, and I'll tell you something about it later.

There are also training courses given by various vocational schools. Some of these are at night and others in the daytime. One of the most advertised—the seven-weeks' course at M. I. T.—has died for lack of interest.

The most important thing to you is to get the job, but the most important thing to the factory is to train you. Did you know that there are as many kinds of skilled labor as there are professions? Did you know that tool making and die making are among the most skilled of all trades, and that it takes 20 years to make a good die man? A die is a tool for cutting and shaping metal, for example. You can understand that with the late lamented Depression of the Thirties, most of these skilled trades went into disuse. I suppose making tools is like playing the piano: if you don't do it for a long time, your fingers get stiff.

And that explains, in a very elementary way, one of the problems Mr. Donald Nelson has to face when he looks at his arithmetic lesson for the day. Also, it explains why some smart man divided up each step in the making of any object into more parts—so that someone like me, with a week's training, could sit at a bench and work a ratchet screw-driver!

Tomorrow: Physical Examination

SMOOTH SUSAN TAKES A WAR JOB

6-24-42

3

Passes Physical Exam and Finds She's Manually Dexterous Also

By NELL GILES

We rode in a large and expensive car with white walled tires and we made wisecracks about our factory employers. . . . Trying to give us a last ride of luxury, huh? . . . Take a good look, girls . . . the last time you'll get a look at a car like this.

We were on our way from the employment office to the dispensary for a stiff physical exam and it was a very hot Saturday and everybody felt fresh! The student from the University of Maine felt pretty happy because the employment manager told him he could run errands in the chemistry lab all Summer, provided he passed his physical . . . but there was a very thin, lanky boy from Boston University who was going to spend his Summer in the furnace room because his card of past experience showed he'd worked Summers in a bakery! We all teased him and told him he'd probably lose another 20 pounds.

On the way to the dispensary, we figured out that a large car was cheaper than a small one for our transportation, I don't remember just why . . . but by the time we were separated, sheep and goats, women to the left and men to the right examination rooms, we had it all down in dollars and cents! . . . and our main argument seemed to be that "THEY" wouldn't be doing it this way if it weren't cheaper in the long run.

* * *

All the other girls who took exams at the same time were just out of high school, except one. . . . She's a refugee from an automobile office, a typical "White Collar Girl," and has never been inside a factory before in her life. I felt an immediate friendliness for her, because if I'm going to be dumb, I don't want to be dumb all by myself!

Our physical exam, the boy from Maine said, wasn't as stiff as you get in the Marines . . . but as far as I could see, they left nothing out. An X-ray of the lungs (and I had a terrible Summer cold and expected the doctor to say any minute that there were definite signs of the White Plague!) . . . all sorts of skin examinations . . . eyes . . ears . . . teeth . . . the works, in other words. I heard myself explaining to the nurse examining teeth that I had knocked out number 6 (everything is numbered) skiing last Winter and what she saw was not my own. But she didn't look interested in what I did last Winter, and just called for the next patient.

The physical isn't the only exam you take for this factory job. We were given, at the time we applied, a test for manual dexterity. This is in three parts, and you must pass two of them with a grade of A. I suppose it would give away company secrets if I told you what the tests are, but to give you an idea of their difficulty, only 40 people out of every 100 pass them—and when I was legitimately one of those 40, you could have knocked me down with a feather, as they say. I've never been the manually dexterous type.

* * *

But one little obstacle almost cost the job: I couldn't prove I was born! It seems fairly simple, but the employment manager didn't think so. He wanted me to produce a birth certificate. I couldn't, because the courthouse at home burned years ago. Well, then, a baptismal certificate—and strangely enough, the church had burned. It seems that every vital building I've entered, in a statistical way, has burned, and the employment manager wasn't too sure he wanted me going through the portals of his factory every day.

Finally, it was the old school tie which saved me: the first-grade teacher at home, fortunately still alive, remembered that I was telling the truth about my date of birth, and she sent along some record to prove it.

* * *

Now . . . if I make the grade on this week of training, I'll be fingerprinted, get my picture on a button, and be on the INSIDE track! More about that tomorrow.

SMOOTH SUSAN TAKES A WAR JOB

4

6-25-42

In Training Class

By NELL GILES

There are 16 girls in the training class I'm in, and today we were on the 8-to-5 shift. That means I had to get up at 6 o'clock in the morning.

We sit in a high, narrow room around a big table, with the training man at the head.

This morning we studied body motions and it sounds more like a class in modern dance than in factory work.

Of course, we know the idea is to speed us up so we can get things together faster . . . but there is some of this that can be used in anybody's private life. If it takes you a long time to get dressed in the morning, you should be told to use both hands at once!

The training man told us that there are just 17 motions body can make, and all industrial work can be done in nine movements. Of these we'll use three in the making of precision instruments for planes. The quickest is the finger movement, then the shoulder and then the hip and back. You can move your fingers exactly twice as fast as you can move your shoulders, and that is why everything you use on the work bench is put within "finger reach" if possible.

All work supplies are divided in half, one "hopper" on the left and one on the right, so that you can use both hands at once, and in rhythm. The "hopper" is the container which holds the screws or whatever parts you use. So far this is all theory with us, because we are still sitting around a table. But in a day or so we'll be at work benches and it will be a different story, no doubt.

* * *

This afternoon we studied arithmetic. The most vital kind. . . . We learned to count up how much money we'd earned.

You wouldn't think a factory would teach you to check their pay office on mistakes, but this one does.

We are paid by the piece, in a very complicated system call "incentive." I understand what incentive means . . . the more you make, the more you make, you might say. But the system of figuring out how much you make is worse than seventh grade arithmetic if you remember what a sticker that one was!

Each job has a basic rate of pay . . . so much money per hour. Any pieces you do above a predetermined number are called "premium pieces" and you're paid extra. Also after you get all this multiplying done you add 10 cents an hour and 3 percent. For Sundays and holidays you get double . . . and for work on the night shift you get 10 percent extra. All this makes a nice little folder of greenbacks by the end of the week.

But what I wanted to know is why WE have to count up our own pay? Well, said the training man, you don't have to count it up. The pay office takes the 20,000 work cards turned in every night and figures them out and posts the arithmetic up on a bulletin board the next morning. If you're smart, you check to see if your figures agree with what's listed at the side of your number. If it doesn't agree, you make a kick. Otherwise, you get the amount of money listed.

It isn't that the pay office deliberately makes a mistake . . . but 20,000 work cards are quite a bit of arithmetic. Also, it's just as well, as the training man says, to learn to stand on your own feet.

This afternoon the factory manager came to visit our class. He sat at the head of the table and talked to us about the precision instruments this plant makes. If a girl can't get a thrill on this job, she must be an enemy alien at heart!

* * *

Tomorrow I'll tell you what the girls wear . . . what they read and what they talk about.

6-26-42

SMOOTH SUSAN TAKES A WAR JOB

5.

The Factory Girl What She Reads, Etc.

By NELL GILES

It takes me an hour to get to work, and I go by bus most of the way. Two hours a day in transportation is a lot of time, so I decided to spend it improving my vocabulary. I bought H. L. Mencken's book, "The American Language," in the rewritten fourth edition, and by the end of Summer, you should see a vast improvement in me!

But I'm not the only factory girl on a bus who reads while she rides. This week I've seen Thomas Wolfe's "You Can't Go Home Again" being devoured by a girl who works in the dirtiest part of the machine shop. Several are reading "Islandia," "Dragon Seed" and "The Strange Woman."

The girl who reads "Islandia" interests me more than the others. This book is no slouch, as you probably know. Just the weight of it is depressing, and it's hard to get into . . . but my tall thin friend in the tan coat is more than halfway through, so she's well along in the history of Dorn!

Girls who read good books are by no means the exceptional ones among us. There are a number of college girls here . . . I've seen one I know from Radcliffe, one from Smith and several from the University of New Hampshire, and there must be scores of others who want to do something serious with their Summer vacations.

But don't imagine that you'll walk right into a Summer college campus on old home week if you join us!

The majority of girls who work here are not college graduates. And the talk you'll hear in the Rest Room at noon is not always what you might call uplifting, or planned for your mental improvement.

* * *

Also, not all of us are as sweet and clean as you'd like to have us. And the answer is "so what?" Hands are our biggest problem in good grooming. Working with metal chips the nail enamel, and this kind of dirt is hard to wash off! Our nails have to be as short as our fingers . . . otherwise we haven't a good sense of touch, and we can't pick up the small parts.

Yesterday the foreman told me to hold my hands up for nail inspection . . . and then asked me if I didn't want a pair of scissors! This is because I was slow with the small assembly jobs.

* * *

I've seen only one girl in the factory wearing slacks. Sweaters and skirts are the general "uniform" in our training class, worn with ankle socks and mocassins.

But we've already been told that when we're assigned to work in the assembling of delicate aircraft instruments, we can't wear sweaters or wool jackets because even the tiniest piece of lint can destroy the accuracy of an instruments which might be on the dashboard of a bomber.

There's one instrument which tells whether the wheels of the plane are up or down. If a pilot with half a load of unused bombs were depending on my instrument to help him put his "feet" down in the right place, I'd hate to have the fuzz from my sweater make a widow of some young girl whose name might be Mrs. Kelly!

* * *

Next week: We meet the foreman on the work bench!

SMOOTH SUSAN TAKES A WAR JOB

6. 6-29-42

Put to Work at Bench Meets New Tools

By NELL GILES

Today our training class was divided into two shifts . . . night and day . . . and put to work on the bench, though what we do is just for practice.

My first job was being taught the value of motions. The foreman sat me down before an arrangement of screws, tiny wires and things called "brackets." With a small "jeweler's screw driver" I was to take 50 of the things apart and then put them together again. Then I was to take them apart for the second time, and on the next assembling I would be timed! Putting them together is supposed to take 36 minutes . . . and can be done by the experts in 23 . . . but it took me 45! Getting them back together again is even worse because the wires get tangled up, and you wouldn't believe a screw driver could slip around so!

Then the foreman assigned me to the ratchet screw driver, which is a wonderful way to let off steam! I was a whiz at that. All you do is exert a little pressure with this "ratchet" which hangs on a spring in front of you, and out pops the screw. It makes a big noise and you feel the house is falling down around your ears and you hope it does! If every home were equipped with a ratchet screw driver, how it would clear the air of verbal steam-letting-off!

Every move we make in completing one of these "jobs" has been carefully figured out by the methods department and put on a blue print, which is constantly before us. "With the left hand place new block on table as right hand removes completed block. . . ." and so forth, through every move. As far as possible, the duties of each hand are the same, though in opposite directions. You see that there is a rhythm in all this. Again, we are told how to use finger movements, rather than shoulder, because they are twice as fast.

It would be natural to think that this methods department would be called a bunch of crackpots by the production people at the workbench. I don't know that this is true, because I'm still only in the training department, where theories are given their due; but I'd be willing to bet it's so because in general people who work with their hands think that people who work with their brains are nuts. Isn't it so? And yet, you can hear about hundreds of cases where mind over matter makes money. For example, the training man, who is an expert on motions, saved $10,000 on the production of one little piece of machinery by cutting down the movements made in assembling it!

* * *

What impresses me most is the high standard of quality. One job we did tonight was the inspection of tiny pinions under a magnifying glass. In the center of the work table was a tin hopper of pinions. To the left and to the right and to the center were small open boxes. Over the center hopper of pinions was a large magnifying glass, adjusted at a 45-degree angle. With the thumb and forefinger of each hand we picked up a pinion, turned it clockwise between the two fingers and looked to see if all the teeth were the same width! This seems like straining for gnats until you remember that these pinions are an important part of the precision instruments which measure gasoline, height, distance, etc.—everything which means the difference between life and death to an air pilot. And if one of these pinions fails to perform its function and the instrument is less than perfect, a man's life was thrown away by the girl who let the bad pinion get by! Remember, it isn't my purpose to make this glamorous. This is just a mechanical detail, not a lot of fancy words!

We were allowed to choose our shifts today—8 to 4 or 4 to 10—and I chose the night, because they say all the new ones are put on the night shift and I wanted to have a sample. Also, there's something about working in a factory that makes you want to go to the movies in the daytime. I don't know what it is, but the urge has hit me. I stood in line to see Hedy Lamarr but missed the beginning a half an hour, and then there was only standing room, so I just walked around town feeling low until time to take the bus.

When this part of the training is completed, we won't have a choice of shifts and being new, we'll be put, they say, on "the graveyard," which begins at 11 p. m. and ends at 7 in the morning. Or, we'll work on the first night shift, from 3 in the afternoon until 11 p. m. This is the least desirable of all, the girls tell us, because you can't have a date.

In the newspaper published by the employees there was an announcement of an engagement . . . there are hundreds of engagements and weddings . . . but this one was a headliner because the girl worked on the day shift and the man at night and the reporter wanted to know if the romance was carried on by correspondence.

* * *

Tomorrow I'll tell you what we do about lunches.

SMOOTH SUSAN TAKES A WAR JOB

7.

6-30-42

Lunch Box No Go—That Screw Driver!

By NELL GILES

Someone I know gave me a big tin lunch box . . . the black kind with a handle and a thermos bottle inside, and I suppose they aren't tin any more, at that.

Today . . . 4 to 10 shift again . . . I carried my lunch in the new box and I was absolutely hooted down! You would never believe that such a small incident could cause such a furore. But here everyone must do exactly what everyone else does, and it is not the "fashion," I find to my sorrow, for girls to carry lunch boxes.

Brown paper bags are all right . . . but black boxes with a handle, DEFINITELY NOT! It's true that it's more convenient, that it would make it possible to bring hot soup or milk or whatever else you'd want, but it's just not done. For the men—yes. Almost to a man they come through the factory gate carrying lunch boxes. But for the girls—NO.

And I can tell you right now that I haven't the courage to buck that line! It's back to the brown paper bag for me.

Some of the girls carry lunches in those flat straw envelope bags . . . you know the kind. One slips over the other. It looks quite like a handbag. But on the whole, there's not much effort to disguise the fact that you're carrying your lunch. For one thing, you go to work either so early or so late that you live in a little world of your own. Everyone else on the subway or bus is going where you're going.

There's a lot of laughing and talking and I have yet to overhear any "military secrets" given away.

That may be because the factory is well posted with signs about the "enemy is listening" . . .and "what he knows will hurt YOU" . . . or it may be something much simpler, such as the people who put these screws and things together just not being crazy enough about them to talk screws ALL the time!

* * *

In our training class right now, we feel very "new" and stared at by the experts and oldtimers, but there are so many new ones . . . about 45 a week in this one branch, to judge by the numbers of classes we see coming in . . . that we have plenty of company.

Tonight we all had very sore shoulders and backs . . . we'd probably better brush up on that finger movement!

I am not so crazy about that ratchet screw driver as I was yesterday. I put together 50 things called "blocks" . . . and a whole dozen of them were wrong and the foreman said to do the entire 50 over again . . . taking apart and putting together! This means that I won't have time to learn soldering until I'm assigned to a different part of the factory. I had to do the brackets again tonight and cut down my time to 37 minutes, which is still three minutes over the dead line and I am now the second slowest member of the class!

Except for those blankety-blank ratchet screw drivers, it is very peaceful and quiet to work at night. We are in a long room, everything clean and very cool. Sometimes one of the girls sings (it's the girl who is slower than I am and I am very fond of her!) but for the most part we just sit in our efficiently designed chairs and work.

Without thinking, we try to beat the rhythm of the next girl, if we are doing the same kind of work. There are four screws in the block . . . and I tried to keep one p-r-r with the ratchet screw driver ahead of my chum who used to work in an automobile office. That's probably why I made a dozen mistakes. But I could hear her try to catch up with my p-r-r-s . . . and she did!

The foreman walks up and down the room all the time, watching our work and showing us how to do it a litle better. He is a long, tall man who's lived in Texas and has kept the drawl. Every now and then he goes to the room next to this one to take a smoke but he's never had more than a puff without hearing the wrong kind of noise from a screw driver and having to come in again.

He knows by the noise whether you are taking a screw in or out, whether you are pressing down too hard or not hard enough and at what angle you're holding the screw driver! Also, he can tell by one or two "P-R-R-S" how long it will take you to do 50 blocks.

Our windows . . . we are just below street level . . . are covered with a special screen so that we can see out but people on the street can't see in. When we look up from work, we can always see women carrying home groceries, or men coming home from work, and once in a while a very little boy walking that way they do, with stomach sticking out and legs sort of coltishly out of control and awkward. To see these people out the window is a little like seeing "My Sister Eileen" . . . only we haven't had a drunk yet!

* * *

Tomorrow I'll tell you about our graduation day.

June 30, 1942.

War file

Mrs. Isabel S. Sage,
6019 Western Avenue,
Chevy Chase, D. C.

My dear Mrs. Sage,

I have your letter of June twenty-fourth outlining your difficult routine and stating your need for some leisure time and opportunity for recreation. We sympathize with you in the complications of your life, and wish that we might help you in some definite way.

It is true that the longer workday in Government service imposes hardships on many workers, particularly the women who must perform two jobs, one in the home and one in an office. However, your husband seems very cooperative in doing a share of the housework.

In your own case the fact that you live so far from your place of work adds to the strain of your job, and as you naturally do not wish to change your living quarters it might be possible for you to make some adjustments in your living program to give you a little free time. Of course, we can not advise you very well as we do not know all the factors in your situation. But would it be possible for you and your husband to eat a substantial meal in the middle of the day, on some days at least, and have a simple evening meal? Or could you take some of your evening meals out, to lessen your home duties and give you some leisure and opportunity to work in your garden, etc.

In general, because of the acute emergency and in view of the sacrifices of the men in the armed forces, who must give up their careers for the time being and many of whom will be injured or killed, the Women's Bureau could not very well make a protest about the 8-hour day now required of Government employees.

We do believe, however, that some recreation and leisure are essential for workers to maintain their efficiency. We believe that communities should see that facilities are available.

We realize too, the need for many individual workers to plan their living arrangements very carefully in order to take advantage of such facilities, or at least to have some time for diversion.

As the Women's Bureau was for years located in a temporary stucco building, erected during the last war, we know full well and regret the discomforts experienced by workers who do not have air-conditioning in the summer months in Washington. As a rule the excessively hot days are not so numerous.

We hope that you may find some way to ease the strain of your present existence.

Very truly yours,

Mary Anderson, Director.

MVR
LL

6019 Western Avenue,
Chevy Chase, D.C.
June 24, 1942.

WOMEN'S BUREAU
JUN 25 1942
DEPARTMENT OF LABOR

Miss Mary Anderson,
Director of the Women's Bureau,
Labor Department, Washington, D.C.

Dear Miss Anderson:

Under the caption "Recreation Program Held Necessity for Women in War Jobs" mention was made of a recent publication intended as a guide and help in the economic and social adjustment of women war workers.

Many hours of thought have been spent in devising ways and means for the recreation of war workers but not one thought has been given to the housewives who have not only taken strangers into their homes and family life but are working over time doing war work also.

Necsssity compels me to work and here is a sample of my day: Arise at 5:45, bathe, dress, make my bed, tidy my room, etc. My husband and I prepare breakfast, eat, wash dishes, prepare vegetables - such as hulling peas - to have ready to cook for dinner, put up my lunch, tidy dining room and kitchen and then put the last touches to my toilet and leave home at eight o'clock for work. On Wednesdays and Saturdays either husband or I have to leave home at 7:30 to stop by market. The stores in my neighborhood are closed when I reach home at night so I have to get some dry foods, soaps, etc. at a Safeway store near my office (and I see other women in my building doing the same thing).

My husband gets milk, steaks, fish, etc. on his way home - we have to carry our milk as it is left at such an ungodly hour it would sour outside our door.

I get out of office at 5:30 and the bus service is so poor it is always between 6:30 and 6:45 when I reach home. Husband has dinner nearly, or fully, cooked but by the time I change my dress, eat and either wash or dry dishes and do numberless little things it is always 9 o'clock when I sit down to read the paper but fall asleep. Of course Sundays are the days for the thousand and one things which must be done in a home.

That extra hour every day from 4:30 'till 5:30 certainly wears body and nerves to the ragged edge. We thought of getting a woman to get our dinners at home but she asked us car fare and $10 a week. We could not afford that.

I feel very certain that the above statement is the program of thousands of housewives who not only haven't the time for recreation but can not even take annual leave on legal holidays.

January 1, is not only the first day of a new year but it is the feast of the Circumcision, a holiday of obligation observed as Sunday in the Catholic Church. This year Catholics had to get up at 5 a.m. to attendt 6 o'clock mass or take leave without-pay (which goes against one's record) to go to a later mass. In as much as clerks away from office on Christmas leave did not have to forfeit one hour it did not give the workers a very happy New Year.

Before the extra hour was added to our day I read that Mrs. Rooseveldt does not approve of the extra time and she mentioned that the efficiency of the English clerks diminished as the day wore on.

Air conditioned buildings are not the best things for health but for those of us in the older buildings facing the afternoon Sun it is mighty hard on brain and body.

My personal idea is that the old closing time of 4:30 would give time to work among pretty flowers, visit some shut-in friends, or allow one to do many things which would prove the best kind of recreation and relaxation - and would not cost anything like recreation centers at this time of high-cost labor and materials.

Can you not start a crusade that would contribute lighter spirits for a hum-drum existence.

Very truly yours,

Isabel S. Sage

C
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P
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JULIUS HOCHFELDER
Patent Lawyer
511 South Glendale Avenue
Glendale, California

June 30, 1942

The Honorable Frances Perkins,
Secretary of Labor
Wash. D.C.

War file
War Dept

Dear Madame Perkins:

The country's court records reveal that 85% of the one million commercialized prostitutes carry on this degraded traffic because of economic dependency - lack of a job, or skill to do useful and honorable work. These unfortunate women are the major cause of gonorrhea and syphilis among our soldiers and sailors; and also among the civilian population. Prostitutes have weakened armies of the past 500 years and continue to do so in this emergency. The well-intentioned Hon. Andrew J. May Act - to prevent this traffic within a radius of the camps and cantonements will not suppress prostitution.

Will you kindly raise your voice and ask Congress to enact suitable legislation for the purpose of rehabilitating the prostitute? Let her be cured of gonorrhea and syphilis. She should be taught a trade and adjusted in the armament industries.

I beg you to speak. This is the opportune time for you to help women and promote civilization, in the name of Christianity and economic justice.

It is my hope that you will come forward as a modern Joan of Arc and stop the degradation of womanhood. May I urge that you take up this task and continue with an undertaking that might be considered the unfinished task of the immortal and martyred Abraham Lincoln.

Let me venture to state that if you undertake this worthy task, and succeed in bringing about legislation for the welfare of the prostitute and our country, that I shall have the pleasure of saluting you, Madame, as the next President of the United States.

I beg to remain,

Most Respectfully,

/s/ Julius Hochfelder,
" "
Major, Spec-Res.,
Education Section
The Army of The United States

273

June 19, 1942.

Miss Elizabeth Bell, Assistant Chief,
Employee Service Section,
Personnel Division,
O. E. M.
12th and Constitution Ave., N. W.,
Washington, D. C.

My dear Miss Bell:

You will be glad to know that Eleanor Nelson was delighted to get the budget material and has assured me that the United Federal Workers of America will present it to the proper congressional committee. I am enclosing a copy of the memorandum which we sent Miss Nelson.

I will let you know if anything further develops in connection with this and I hope that you will keep me informed also.

Thank you for your cooperation.

Sincerely yours,

Louise Stitt, Director,
Division of Minimum Wage.

File

273

EXECUTIVE OFFICE OF THE PRESIDENT
OFFICE FOR EMERGENCY MANAGEMENT
WASHINGTON, D. C.

THE OFFICE OF DEFENSE TRANSPORTATION
JOSEPH B. EASTMAN, Director

March 24
1942

WOMEN'S BUREAU
MAR 26 1942
DEPARTMENT OF LABOR

Miss Mary Anderson
Director
Women's Bureau
Labor Department
Washington, D. C.

Dear Miss Anderson:

Thank you so much for the "Report of the Committees on Labor Standards for Women and the War" and "Summary of Committee Recommendations by Topic" -- reports of the conference held January 21 and 22 by the Women's Bureau to formulate plans for effective use of women in war production. This material was forwarded to me today from the Maritime Commission; it is most timely and will be of interest to us here in our work.

Sincerely yours,

Dorothy Sells

Dorothy Sells
Chief, Section of
Recruiting and Placement

FOR VICTORY
BUY
UNITED STATES DEFENSE BONDS AND STAMPS

~~Defense~~
Federal
273

March 16, 1942

Mr. James M. Brewbaker
Division of Information
Office of Emergency Management
Washington, D.C.

My dear Mr. Brewbaker:

The form letter requesting me to indicate a classification and a category, on a check list accompanying the letter, in order to remain on your mailing list, is received.

I presume I received this due to being on a general mailing list of some kind - in no way does the check list provide for Government agencies, and I am therefore unable to comply with the request.

I believe I am on a mailing list for all labor releases. These come through to us regularly; in addition to these, there are the occasional releases which are most important and helpful for us to have, which we have called for, but which we do not receive.

Sincerely yours,

Mary V. Robinson, Director,
Division of Public Information.

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EXECUTIVE OFFICE OF THE PRESIDENT
OFFICE FOR EMERGENCY MANAGEMENT
WASHINGTON, D.C.

This is in reply to your letter requesting that your name be placed on our mailing list to receive releases issued by the Division of Information, Office for Emergency Management.

The establishment of the War Production Board and the tremendous volume of processed material have forced the adoption of a definite classification system, designed to furnish only that information needed by the specific recipient.

Because of this, it would be appreciated if you check and return the attached request sheet so that your name will appear in the proper classification and categories. Material will be sent to classifications and categories as issued.

Naturally, it is necessary that we limit addresses to one classification, and to one category within each classification. Your cooperation in the establishment of this system of industrial information is appreciated.

Sincerely yours,

James M. Brewbaker
Division of Information

FOR DEFENSE
BUY
UNITED
STATES
SAVINGS
BONDS
AND STAMPS

MAILING LIST REQUEST

Division of Information, Office for Emergency Management, Washington, D. C.

CLASSIFICATIONS: (Check one)

Trade Press
Trade Association, National
Trade Association, Local or state
Manufacturer
Wholesaler
Retailer

Mary V. Robinson
Wome's Bureau
Department of Labor
SSB
City

CATEGORIES: (Check one)

ADVERTISING AND MERCHANDISING
AIR CONDITIONING, HEATING, VENTILATING, PLUMBING, SHEET METAL WORKING
ALCOHOLIC BEVERAGES
AUTOMOTIVE INDUSTRY
AVIATION
BAKING
BANKING AND FINANCIAL
BEAUTY SHOPS, TOILET ARTICLES
BOTTLING, BEVERAGES, SODA FOUNTAINS
BREWING AND MALTING
BRICK AND CLAY PRODUCTS
BUILDING
BUSINESS EQUIPMENT AND SUPPLIES
CERAMICS: GLASS
CHEMICAL PROCESS INDUSTRIES
CLOTHING, MEN'S AND BOYS'
COAL
COMMERCE AND DISTRIBUTION
CONFECTIONERY
DAIRY PRODUCTS: PRODUCE
DIESEL
DRUGS, PROPRIETARIES
DRY GOODS, DEPARTMENT, GENERAL STORES
ELECTRICAL
ENGINEERING CONSTRUCTION
EXPORTS AND IMPORTS
FARM OPERATING EQUIPMENT
FLORISTS, SEEDS
FLOUR MILLING
FOOD MANUFACTURING AND DISTRIBUTION
FREIGHT TRAFFIC, SHIPPING, WAREHOUSING
FUNERAL DIRECTORS, CEMETERIES
FURNITURE AND HOUSE FURNISHINGS
GAS
GRAIN AND FEED
HARDWARE
HOSPITALS, NURSING
HOTELS, INSTITUTIONS, TOURIST COURTS, CLUBS
INDUSTRIAL SAFETY
INDUSTRIAL DISTRIBUTION
INSURANCE
JEWELRY AND OPTICAL GOODS
KNIT GOODS, UNDERWEAR, HOSIERY
LAUNDRIES, CLEANING DYEING
LUMBER
MANUFACTURED INDUSTRIES
MARINE, SHIPBUILDING, POWER BOAT
MEAT PACKING: BY-PRODUCTS
MEDICAL, DENTAL
METAL AND NON-METALLIC MINING
METAL PRODUCING AND WORKING INDUSTRIES
MOTION PICTURE INDUSTRY, AMUSEMENTS
MUNICIPALITIES AND COUNTIES
OIL, PETROLEUM
PACKAGING
PAINT AND VARNISH
PAPER, PAPER PRODUCTS
PHOTOGRAPHY
PLASTICS
POWER PLANTS
PRINTING, PUBLISHING
PURCHASING
RADIO, PHONOGRAPHS, MUSICAL INSTRUMENTS
RAILROADS
REFRIGERATING INDUSTRIES
RESTAURANTS
SCHOOLS
SHOES AND LEATHER
SPORTING GOODS, TOYS
TEXTILES
TIRES AND RUBBER
TOBACCO
TRANSIT INDUSTRY
WELDING
WOMEN'S GARMENTS, MILLINERY
WOOD-WORKING

22367

[illegible]

EXECUTIVE OFFICE OF THE PRESIDENT
OFFICE FOR EMERGENCY MANAGEMENT
WASHINGTON, D.C.

WOMEN'S BUREAU
JUN 18 1941
DEPARTMENT OF LABOR

June 17, 1941

Miss Mary Robinson, Chief
Division of Public Information
Women's Division
Department of Labor
Washington, D. C.

Dear Miss Robinson:

For some time your name has been on our mailing list to receive releases prepared for the press. In addition, DEFENSE; Official Bulletin of the Office for Emergency Management has been furnished you without cost.

However, beginning July 1, it will be necessary to institute a new policy in regard to these mailings. Complaints from the press of undue delay in servicing an extensive list, and budgetary limitations for next year force us to restrict the service to those persons engaged in the preparation of a general news publication. On the other hand, we realize that it is necessary to furnish some service to offices throughout the O.E.M. and other government departments. Some offices have requested that some sort of selectivity be afforded them in view of the fact that many releases are of little interest to particular groups.

For that reason there will be sent you a daily list of releases as issued, which may be checked and returned to this office for immediate attention and filling.

Your subscription to DEFENSE magazine will be continued in order to present an over-all picture of the program each week.

Sincerely yours,

Robert W. Horton

Robert W. Horton
Director of Information

B

File 158

Labor

RESPECTFULLY REFERRED
FOR ACKNOWLEDGMENT
AND CONSIDERATION

M H McIntyre

RECEIVED
JUL 17 1942
CHIEF CLERK
DEPT. OF LABOR

7523 Franklin Ave.,
Hollywood,California.

June 19, 1942.

WOMEN'S BUREAU
1942
DEPARTMENT OF LABOR

Hon. President Roosevelt,
Washington, D.C.

War file

Dear Uncle Sam:

If this letter reaches you, I will be one of the happiest defense-worker- citizen-boosters you have in the United States.

Millions of women are replacing men in defense factories in this country, but they are not allowed to work over eight hours,even in case of emergency.

California citrus and fruit industries, drying and canning, allow women to work overtime during the proper seasons.

It seems to me that if the high scale of production of our planes is to be continued,-- that women should be able to work from one-half to one-hour overtime in a 24-hour day, as the men have been doing, TO KEEP PRODUCTION FLOWING BETWEEN SHIFTS. We have three shifts daily, and in my own case, and that of dozens of women in my same job, men are unable to check in, or check out tools immediately before or immediately after their shifts, which means they will start late, and stop early, in order to take care of this situation. This wastes 1½ to 2 hrs. of daily production.

There are many other cases when women must shut the doors on men workers when the eight hours are up, and men sit idle, waiting for supplies or tools. There is no one to replace these women. In riveting,trimming and machine shops, it is the same thing. Is there anything to be done about it? I understand that women's overtime and child labor laws have been made for our own benefit, and they are fair and just.

But if our country needs us, women would volunteer that extra half hour, to two hours to keep production flowing between the three shifts, day and night, during the war.

After all, our canning and citrus industries will not be worth a 'hoot' if the land is over-run by Japs!

Your most humble servant,

Olive Hatch

Olive Hatch ,
A Citizen

Lodge 727,Machinists Union

ANCH OFFICES
LOS ANGELES
STATE BUILDING
SACRAMENTO
500 FORUM BUILDING
SAN DIEGO
609 CALIFORNIA BUILDING
FRESNO
231 HOLLAND BUILDING
OAKLAND
1540 SAN PABLO AVE.
SAN JOSE
614 BANK OF AMERICA BLDG.
STOCKTON
RM. 6, CITY HALL
LONG BEACH
211 JERGINS TRUST BLDG.
SANTA BARBARA
CARRILLO BUILDING
SAN BERNARDINO
308 D STREET
BAKERSFIELD
416 PROFESSIONAL BLDG.
EL CENTRO
795 MAIN STREET

Culbert L. Olson
Governor of California

STATE OF CALIFORNIA
DEPARTMENT OF INDUSTRIAL RELATIONS
Division of Labor Statistics and Law Enforcement
HERBERT C. CARRASCO, STATE LABOR COMMISSIONER
SAN FRANCISCO

FROM BRANCH OFFICE AT
503 STATE BUILDING, CIVIC CENTER
LOS ANGELES

CASE NO.
Corres.

June 8, 1942

Miss Olive Hatch,
7523 Franklin Avenue,
Hollywood, Calif.

Dear Madam:

Your letter of May 29 is acknowledged. We have carefully noted its contents but are compelled to advise that the Woman's Eight Hour Law, copy of which we attach, does not make provisions for women in industries such as you are engaged in, to work longer than eight hours.

It would seem to us possible for your employers to so arrange the shifts as to make work over eight hours unnecessary.

We sincerely trust he is able to do so.

Yours very truly,

H. C. CARRASCO
STATE LABOR COMMISSIONER

By Thomas Barker
Thomas Barker, Supervisor
Los Angeles Office

TB:KR
enc.

ADVANCE RELEASE

273

42162

ADVANCE RELEASE: for MONDAY MORNING Papers, June 15, 1942.

OFFICE FOR EMERGENCY MANAGEMENT

Division of Information PM-3660

The women of America have a job on their hands!

Not a dramatic one. Not an heroic one. But one as exacting as spring housecleaning. And that's just the kind of job it is....housecleaning. But this time it's crammed with excitement because it's a housecleaning that will help save the country....keep the production wheels turning....speed on their way the implements of war needed to hurl disaster at the enemy.

The Government is asking the women of the country to delve down into deep drawers, to comb through their closets, to burrow into basements and bureaus. For the Rubber Salvage Campaign is under way and to make it a success, women must rally to the battle cry: Get Your Scrap in the Scrap with the Jap!

No bit of rubber is too small, too worn, too old to enlist in this drive. From the rubber band which snapped apart when it was stretched too far, right up to the discarded auto tire out in the garage, every bit of unneeded or unwanted rubber lying around the home can be used to help swell the stockpile of rubber the Government is trying to build up.

Our Army needs rubber. Just one little scout car, nosing out the terrain, uses 339 pounds of it.

Our Navy needs rubber. The 35,000 ton battleship pointing its guns at Tokyo uses 75 tons of it.

Our Air Force needs rubber. One of those pneumatic rafts which have already saved so many of our flyers requires 29 pounds of it.

But Japan now controls over 90 percent of the world's rubber plantations!

So it's up to the women to pounce on every ounce of rubber scrap in their homes. Kitchens must be ransacked for rubber gloves, aprons, old rubber-covered dish drainers, drain board mats, faucet sprays, sink stoppers, preserve jar rings, dish scrapers and ice cube trays.

Bathrooms must be searched for shower caps which are beginning to dry out, for soap dishes, drain plugs, rubber sponges and shower sprays no longer needed. The oldest hot water bottle must not be overlooked, nor the syringes and the ice bags. Even the tiny rubber bulbs from the droppers in the medicine closet are worth reclaiming.

Out in the hall closet may be hanging a rubber raincoat no one likes the looks of. With the outgrown or worn out rubbers and galoshes it will make a fine show in the scrap pile. From the welter of tennis shoes and tennis balls that the youngsters throw in on the floor another piece of valuable scrap can emerge triumphantly.

Even the nursery can yield its quota of baby pants, crib pads, bibs, nipples, pacifiers, teething rings and toys; while the bedroom should turn out to be a veritable treasure house of rubber hair curlers, girdles, combs, dress shields, garters, suspenders and run-down rubber heels.

Many a rubber salvage crusader may find that last year's rubber bathing suit doesn't fit so well this year, or that the bathing bag got too dried out in last summer's sun. Into the scrap pile with them, along with the water wings Johnny learned to swim on and the big rubber duck he paddled about the pool!

Not a single corner of the house should escape this essential housecleaning. Up into attics, down into cellars, through desks, trunks and cupboards the search should extend. Every stubby pencil eraser, every chewed dog's toy, every last inch of elastic tape deserves rescuing.

The children can work at it too; neighbors urged to pitch in and hunt. For, remember, just one shower cap uses as much rubber as 10 panoramic telescopes for our armed forces!

#

Reps
233

June 9, 1942

Mr. W. H. Nicholas, Comptroller
The Master Electric Company
Dayton, Ohio

My dear Mr. Nicholas:

Your letter of June 2nd arrived only after we had had a report from our representative, Miss Margaret Kay Anderson, concerning the agreement made in your plant by the management and workers. We sincerely hope this agreement will lead to good morale and an excellent production record.

Very truly yours,

Bertha M. Nienburg,
Assistant Director

BMN:LW

June 9, 1942

Mr. Grant McGlothin
Field Organizer
United Electrical Workers
Dayton, Ohio

My dear Mr. McGlothin:

Our representative, Margaret Kay Anderson, reported to you concerning the agreement made between your Union and the Master Electric Company in Dayton. In view of this agreement and the fact that only six women were now involved in the Equal Pay for Equal Work matter, it seemed advisable not to carry our job analysis work into the plant at this time.

The cases in which women are being substituted for men are increasing daily. The War Labor Board is now giving consideration to the matter. We do not know whether they will make a ruling at this time. Should they do so, we believe it will serve as a policy making precedent for other firms substituting women in the war emergency. Should the Board decide not to make such a ruling at this time, we will continue to collect factual data until our case is sufficiently strong so that that Board or some other Governmental agency with power to enforce its decisions will take hold of the matter.

With much appreciation of your cooperation,

Sincerely,

BMN:LW

Bertha M. Nienburg,
Assistant Director

Mr. W. H. Nicholas, Comptroller
Master Electric Co.
126 Davis
Dayton, Ohio

Mr. Grant McGlothin
Field Organizer
United Electrical Workers
Dayton, Ohio

THE MASTER ELECTRIC COMPANY
Manufacturers of
MASTER
GUARANTEED
MOTORS

DAYTON, OHIO
U. S. A.

June 2, 1942

WOMEN'S BUREAU
JUN 4 - 1942
DEPARTMENT OF LABOR

Bertha M. Nienburg
Assistant Director
U. S. Department of Labor
Women's Bureau
Washington D. C.

Gentlemen:

We have your letter of May 28 explaining that your Bureau is a fact-finding Bureau and that you have asked Margaret Kay Anderson, one of your regular field investigators to visit our plant. We are daily asked to cooperate with so many branches of the government that it is becoming increasingly difficult to keep our personnel occupied on what would appear today to be the most important problem, namely, the production of war goods.

Therefore, unless we are legally obligated to permit your bureau to make such an analysis through your field investigator, we would much prefer not to.

We know of no violations of any law or the spirit of the law; and while it is true we have in some instances PARTIALLY replaced men by women, in each instance the rates have been fairly set, consistent with the ability of the worker to produce, and after taking into consideration all of the factors that enter into the setting of rates.

Very truly yours,

THE MASTER ELECTRIC COMPANY

W. H. Nicholas

W. H. Nicholas
Comptroller

WHN:br

Master Electric Co. Dayton, Ohio

Master Electric Contract Signed June 2, 1942

Military Clause (in part)

When such employee completes his service and reports for work, provided with a certificate of completion of military service or training, within sixty (60) days, the Company shall return said employee to his former position, or position of like seniority, on the basis of his classification group seniority rating at current rates of male employees on similar operations providing such work is available and he is physically able to do the work; failing this, the employee shall be re-employed on the basis of his plant-wide seniority rating at the current ratees of male employees on similar operations on such work as is or may become available and he is physically able to perform.

Wage Clause

Starting rates of semi-skilled, inexperienced workers and learners may be continued for a period of eight (8) weeks, which will be a training period.

If the employee is retained after the training period on the same job for which she or he is being trained, the rate shall be advanced to the minimum as provided below.

The minimum rate for female employees at end of eight (8) weeks shall be fifty-five (55) cents per hour and at the end of one year's employment sixty (60) cents per hour.

~~The mimimum rate for male employees at end of eight (8) weeks shall be fifty-five (55) cents per hour and at the end of one year's employment sixty (60) cents per hour.~~

The minimum rate for male employees at end of eight (8) weeks shall be sixty-five (65) cents per hour and at end of one year's employment seventy (70) cents per hour.

The policy of the Company to make individual wage adjustments where warranted and merited will continue.

Piece work standard rates will be established by time study analysis of the job or from standards and records of performance and payment will be made for the satisfactory work done.

No changes in permanent standard rates will be made unless a change has been made in the conditions, methods, equipment, tools or materials used on the job. The foregoing will not prohibit the adjustment of rates by restudy if the rates are found to be in error or unfair to the worker. Time studies and rates will continue to be made on the basis of fairness and equity and the working capacities of normal operators.

Second shift workers shall receive a bonus of five (5) cents per hour. The second shift will start at 3:00 P. M. or later.

The third shift workers shall receive a bonus of seven and

(more)

one-half (7½) cents per hour. The third shift will start at 11:00 P. M. or later.

Workers presently employed and eligible for the above minimum rates shall have their rates adjusted to the minimum on or before June 15, 1942.

All workers presently employed shall receive a wage increase of seven and one-half (7½) cents per hour retroactive to March 17, 1942.

The above rate adjustments are negotiated as a satisfactory settlement of all grievances concerning rates and for the life of the Agreement removes rates from further consideration for negotiation except as provided in the Agreement.

war file

June 2, 1942

Mr. J. James Humbird
Informational Representative
Oregon Board for Mobilization of Women
605 Woodlark Building
Portland, Oregon

Dear Mr. Humbird:

Thank you so much for sending me a copy of the statistical break-down of the results of your recent mobilization of women. I am very glad indeed to have this record of the survey, which I am sure will be of much value in the months to come.

Sincerely yours,

Mary Anderson, Director

IS

Files

Oregon Board for Mobilization of Women

STATE ADVISORY COUNCIL
GOVERNOR CHARLES A. SPRAGUE
WILLIAM A. BOWES, CHAIRMAN
L. C. STOLL, SECRETARY

MRS. SAIDIE ORR DUNBAR, DIRECTOR
FRANCIS J. O'CONNOR, ASSISTANT DIRECTOR

STATE ADVISORY COUNCIL
OREGON UNEMPLOYMENT COMPENSATION COMMISSION
OREGON STATE EMPLOYMENT SERVICE
AFFILIATED WITH
SOCIAL SECURITY BOARD

605 Woodlark Building
Portland, Oregon

May 11,1942

WOMEN'S BUREAU
MAY 18 1942
DEPARTMENT OF LABOR

STATE SPONSORING COMMITTEE
MRS. SANFORD ADLER, BAKER
MRS. F. W. BLUM, PORTLAND
MRS. LETITIA BROCK, PORTLAND
MRS. LEONARD CARPENTER, MEDFORD
MISS GERTRUDE EAKIN, PORTLAND
MRS. S. MASON EHRMAN, PORTLAND
MRS. GEORGE GARRETT, ASTORIA
MRS. R. T. GILMAN, PORTLAND
MRS. A. F. HOLMER, EUGENE
MRS. JEROME HOLZMAN, PORTLAND
MRS. W. G. HOMAN, BURNS
MRS. CHRIS KOSTOL, BEND
MRS. INEZ LANGDON, SCAPPOOSE
MRS. J. W. MCINTURFF, MARSHFIELD
MRS. HAROLD D. PETERSON, DALLAS
MISS EVANGELINE E. PHILBIN, PORTLAND
MISS ADELIA PRICHARD, UNION
MRS. CHARLES W. ROBISON, PORTLAND
MRS. GEORGE ROSSMAN, SALEM
MRS. E. D. SCHOMACKER, PORTLAND
MRS. MAUDE STANGIER, PENDLETON
MISS ELENORA WEATHERFORD, KLAMATH FALLS
MRS. ALICE WESLING, PORTLAND

Miss Mary Anderson, Director
Bureau of Women
Department of Labor
Washington, D. C.

Dear Miss Anderson:

At last we have a statistical break-down of the results of our recent mobilization of women, the first of its kind ever to be conducted on a state-wide basis in the United States. The data is enclosed.

In research files

As you know, we approached the problems thoroughly and set-up a tight organization of 5000 to 6000 house-to-house interviewers who trudged into every nook and cranny of the state to register about 80 per cent of the women above the age of 18.

You stated in your letter that you believe total registration of women is not feasible or necessary at this time. Our experience has been that it would have been difficult, if not impossible, to isolate agricultural workers and to survey only them.

Even if it were practicable to register only the 100,000 seasonal workers, it would have been nearly as much effort, and just about as expensive, as it has been to register our total womanpower. And we would not have gained the more than 200,000 additional women who are available for industrial work, vocational training, care of children or professional activities —even granting that we could have successfully isolated and registered only those women who are willing to assist in the harvesting of crops.

One of the most impressive things which has come out of our survey is the enthusiasm all women have demonstrated throughout our mobilization drive. As we told you when you were here, women were so enthusiastic that it was difficult to restrain them until the

Thanks

official starting date of the house-to-house census.

So eager were they, etc

And when the several thousand women actually did begin the canvassing, many of them walked as much as 10 miles in one day or rode on horseback, skied, or used other ingenious means of transportation because of bad roads and weather conditions.

In other words, I think we have demonstrated that there is little, if any, apathy among civilians, especially women. All that is needed is a concrete program which catches the imagination and whose importance is obvious.

Very truly yours,

Mrs. Saidie Orr Dunbar
State Director

J James Humbird

by
J. James Humbird
Informational Representative

SMOOTH SUSAN 8.
TAKES A WAR JOB

7-1-42

Assigned to Factory Gets Dirty, Likes It

By NELL GILES

Today we were graduated from our training class and assigned to parts of the factory. We are still "in training" but there's quite a difference. This week we were paid a learner's rate per hour for the time we spent in training, but next week we'll be paid according to what we do. I explained a few days ago that there is a basic pay per hour. For any pieces you do above a predetermined number you are paid extra, according to the "job." A job is an assignment of work . . . 500 brackets to be assembled, for example. One person does only one operation, though this may entail several parts.

* * *

But there is more than a financial difference in our status now. Before today, we have done nothing that will actually be used in aircraft . . . all of it was "practical" and the same material used over again by the next class. But now what we do will go to war. There is no one around to tell us six or seven times how to do something either. . . . I found that out before noon today!

My first actual piece of war work started at 7 minutes past 11. The foreman assigned me to a table and said: "Blow the metal chip off these parts." That may sound like Greek to you. Well, it did to me, too. Blow them off . . . you mean just BLOW them off? In the box were about 500 metal gadgets. The nearest description I can give you is that they looked a little like the thing a typewriter ribbon is wound on, only they were more involved. Just as I was trying to figure out how I'd have enough breath to blow metal chips off all those things, I saw a hose attached to the table . . . and of course it was full of compressed air. It looked very simple to press the button and blow off the chips. But the first blast of air blew the gadget right out of my hand! And then somebody walking by said Hey, stop blowing that grease out here! So I learned to hold the hose down. Then a foreman . . . there are several here . . . said don't be so DAINTY . . . take a fistful and BLOW!

* * *

We left our training class this morning and were escorted by our instructor to the employment office, where our fingerprints were recorded and our pictures made on buttons which we must always wear. Not to the movies, of course . . . only at work!

The pictures were all very funny, just as passport pictures always were, remember? You always look twice your calendar age and one-half your mental age . . . you hope! But unless you wear your button in very plain sight, the policeman at the gate WILL NOT let you pass!

With several other girls from our class, I was assigned to the machine part of the department. This is NOT the lily-white-hand department. It is the dirtiest part of the work done in this factory, but it seems also the most exciting. Where you might say "of the earth earth-y" to describe some things . . . for this you would say "of the dirt dirt-y." There is so much noise you can hear nothing the girl across the table says. Everybody's hands are black . . . black that won't come off.

I can't explain why I still am crazy about it, except that it's a Roman holiday for me to get dirty after telling you for the past year and a half to keep clean!

* * *

I've told you about the blowing job. . . Well, in the afternoon I had one that made the first one look like mud pies in the first grade. This was a delightful little boxful of small, steel or cast iron (sorry I don't know the difference today, but wait until next week!) . . . things covered with a mixture of grease, kerosene and metal chips.

I was in up to elbows and it was wonderful! The mixture felt very salty, and I asked the foreman if they put the salt in so the grease would come off our hands quickly, and he looked at me as if I'd just escaped from the sweetness-and-light department and he said NO. It isn't salt, it's finely chipped metal from a cutting tool which makes the gritty feeling. So now you know about that. No one is figuring out what will take the grease off your hands. Also, it isn't grease . . . it's kerosene.

* * *

This afternoon I worked at a drill press. I did what is called "spot facing." There is a round aluminum plate with holes in it and paint on one side. Just one . . . a certain one . . . of those holes had to have the paint taken away in a circle around it so that when they assemble it with the other parts, the screw will hold. It is really nice to see what they did with some of our aluminum pots and pans!

* * *

There is much more to tell about today, but it will have to wait.

SMOOTH SUSAN TAKES A WAR JOB

9.

7-2-42

Learns to Know Which Boss Is Which

By NELL GILES

Yesterday, I called everyone who doesn't work at a bench a "foreman," but now I know the degrees of authority a little better.

The person who gives you the job to do is called the "set-up man." When you are new, he shows you how to do one piece, and he gives you the number of the job, which you repeat to a man called the "dispatcher," who gives you the card which belongs with the job. On this card he's copied down the number which you got from the set-up man, plus your own number, and he stamps the time you began the job.

When you've done all the pieces the set-up man has given you, you take them, with the dispatcher's card, plus an inspection slip, to another man who weighs and counts them. The weighing gives him the count, and this he marks on your card and stamps the time you completed the job. All this, naturally, is to tell the pay-office how much money you should receive.

There are several inspectors, just as there are several set-up men. The inspectors walk the floor all the time, stopping to check your work every five minutes or so with measuring tools called "gauges." Just for example, if the job you have to do is drilling a hole in part of an instrument, the inspector must frequently check to be sure the hole is the right size. The drill may not be adjusted to the correct depth, or you may not be pulling the lever down deep enough.

Since spoilage helps the Axis, everybody tries to let no mistakes get by. The other day a girl told me she felt like a murderer every time she made a mistake!

Over the set-up men and the inspectors are the foremen. The head foreman is tops on the production line, and is answerable only to his superintendant and his conscience.

* * *

In our factory, there is a very democratic feeling between "The Boss' and the people on the work bench. He is as approachable as is the set-up man . . in fact, more so, I think, because the set-up man has me completely bufflaloed! You see, he's the one you have to report to when you break a drill, and I seem to get shyer on the subject of broken drills as the days go on!

Sometimes you do the same job all day long, but so far I've had about three different ones during the day. I suppose the new people are given a variety of jobs to see which type they can do best. I like the variety, and dread the day they'll discover my hidden talent for drilling aluminum disks, or spot facing or burring or something else.

My talent for any of these things is very, very hidden, to date! But they'll have to say this for me . . . I don't mind getting my hands dirty.

* * *

When we work at any type of drilling machine, we wear hair nets . . big meshed navy blue ones, which some of the girls wear in a very ornamental way, just to cover a pompadour or bangs. A little blonde named Betty, who has three brothers in the service, just covers her top knot of curls with the net and under it sticks a flower. Naturally, the net is to keep our hair from getting caught in the drills, and we are constantly hounded to remember that a hair net is made to be useful and not ornamental!

Almost everybody sings at work. . . The girl who worked next to me today is studying music "on the side" . . and the part of her conversation I can hear above the noise is all about the Pops programs. She is as critical as our friend "C. W. D." But for the most part, the music is "One Dozen Roses" . . or "Sleepy Lagoon" . . and there is one set-up man who knows the words of "Por me Tengo" . . This man has a Dartmouth look about him and is very popular with all of us!

This may be a crazy idea, but I wish we could have music while we work. Of course, our department is the noisest, being the machine part . . . but even we could probably hear music above the noise. Not a constant din of music . . . but perhaps an hour in the morning and an hour in the afternoon, at the high point of fatigue.

Of course, there are good reasons not to have music . . . the rhythm may not be the same as that of the job you are doing; the music may distract your attention from your work. But you know how music can make you loosen up and forget how tired you are . . . perhaps it could speed up production! And this would be true especially in the quiet monotonous jobs of assembling instruments.

* * *

At lunch time, we eat in a large assembly room, where there is a portable gramophone. For a solid hour, we have music . . . and always the Jersey Bounce! The surprising thing is that there are never more than two people who dance. The two jitterbugs have all the fun while we sit and watch! There is no reason, except that no one else seems to have the nerve to break that unwritten rule. Only TWO people on the floor at one time!

* * *

Tomorrow — An Ensign Named Joe.

SMOOTH SUSAN TAKES A WAR JOB

10

7-3-42.

Ensign Joe a Poet Chinese Girl a Poem

By NELL GILES

There's an ensign named Joe in Australia who belongs to the girl in the office here, whose name is Helen. She is blond and sweet and always uses a perfume Ensign Joe brought her once from a jaunt to an island in the Caribbean.

Ensign Joe believes that a fellow who flies an American plane made by girls ought to tell them what a swell job they're doing, so occasionally he sits down in Australia and writes to somebody besides Helen. His letters to us go something like this, Dear Gang—We're in the same business, you and I, and it's big business, and needs our personal attention. You're doing a swell job, and every Yank in the service is proud of you and couldn't fight the war without you."

So you see, there is something personal in the aluminum disks we drilled today.

* * *

But Ensign Joe doesn't always write such serious letters. Here's a poem he composed, and Helen gave me permission to pass it on to you:

THE HORRORS OF WAR

I've got a gal so far away
  And she is so fair and pale;
But how can I send my love to her
  When a censor reads my mail!

This little gal is, O, so sweet.
  I love her willy nilly,
But how can I tell her of this love
  When in print it looks so silly!

I hate the thought of those tender words
  Being read by stranger's eyes.
The soul writes verses for her alone
  And lies and alibis.

So read my letter gently, sir.
  It was never meant for you.
But for a gal so far away
  I scrawl this silly goo.

Most of the girls here have men in the service . . . as who hasn't! I've told you about the little blond bomber named Betty with three brothers in the air force . . . she's wearing an aviation pin for a fourth, who isn't her brother.

One of the jolliest workers here is the mother of two sons, one in the Navy and the other enlisting this week under the new draft law.

* * *

If you'd take a look around our factory, you'd think you were in on a meeting of the Allied nations. Chinese, Poles, Czecho-Slovakians, French, Norwegians, Scotch, Irish, English and American-Italians . . . all American citizens now, and most of them have been for several generations. Only I, it seems, must go through life with the stigma of not being able to prove that I was born! The first grade teacher who quoted my birth date from the records didn't help at all, and I'm still having trouble proving that my existence began in America.

Knowing the people here is worth anything that may be uncomfortable about this job . . . such as a loss of sleep, wearing no hat when hats are my pet accessories, and never being able to keep the polish on my nails.

* * *

You've read about people in books who prove the importance of living EVERY DAY and not just on occasions. Well, the Chinese girl really does it.

So many people are earnest and ambitious and hard working to the point of being just plain boresome. They are always trying to meet more people or make more friends or be a greater success. But the Chinese girl just exists happily from day to day. She is not WAITING to be happy . . . she is happy NOW. She works fast, smiles often, sings while she drills, and I often wish I could hear the words or know what she is smiling about.

It is a delight to see her walk, or even move the lever of the drill because she does everything with such grace . . . a poem in motion. If the average gal only knew how she could step up her appeal by learning how to walk and move as gracefully as the Chinese do . . . !

This is the first time in my life I have had the privelege of having a Chinese friend. If we could all know our Allies in this everyday way, wouldn't we get a better idea of what we're fighting for? The experts tell us there will be no more isolated democracies after the war, but a United Nations. ALL God's chillun got wings!

SMOOTH SUSAN TAKES A WAR JOB

11. 7-6-42

Didn't Break a Drill He Called Her "Babe"

By NELL GILES

Today he called be "Babe."

He is the set-up man who assigns me to jobs and puts in new drills five minutes afterwards. He is the man who calls me a "drill-wrecker." . . . "Helping Hitler again, huh?" he says when I tell him there's a drill on my machine that needs fixing! Sometimes I manage to get another set-up man to fix every other drill . . . but even then, he finds out!

But today he called me Babe!

You have never seen a man so crazy about machinery. He sits you down at one of these Ole Debbil Drills and shows you how to do one piece. He says you can tell by the FEEL of the level whether or not you've drilled a smooth hole through the aluminum disk.

All I can tell by my feeling is that I am scared stiff. How do you know the disk won't fly out of your hand and hit you? How do you know the chips won't get in your eye? How do you know you don't miss the disk entirely and bore a hole through your hand? That's what I'd like to know . . . let alone that business of boring a smooth hole. Each time I bring down the handle of the machine I wonder if I'll be alive the next minute!

Yesterday I mentioned to him that the aluminum chips burned my hand and couldn't I please wear a glove? I thought he'd laugh himself silly!

* * *

Today I did what is called "burring." Somebody else has drilled the holes . . . all I have to do is take off the rough edge. This, I suppose, is to make a smooth place so the screws will fit. I did 1056 pieces . . . one thousand and fifty-six. And I didn't break a drill.

They say it's very hard to break one when you do this job, but anyway, I didn't! And that's how it happened that today he called me "Babe"! Just walked behind me casually and said "Hi, Babe!"

* * *

I am gradually getting my sea legs. Getting up at 4:30 in the morning isn't so bad when you get used to it. The trouble is you have to go to bed at 8:30, and when some innocent friend telephones just as you've dropped off to sleep, you could do murder with your bare hands.

* * *

One of the funniest parts of going to work so early is what you see in the subway at 5 o'clock in the morning.

This morning at the turnstile there was a young man in a white suit with a black cat walking around the back of his neck. He was trying to persuade a girl in a white dress to drop a dime in the slot and come on "his side of the fence." All of us, with our identification buttons, newspapers and lunches, stopped everything to watch and listen. In fact we just frankly walked closer and took part in the whole thing.

We told the girl she'd better come on and put her dime in before the train came, but she just kept muttering and fumbling in her bag for the dime. Nobody knew why the young man didn't drop in a dime for her.

The black cat walked from one shoulder to another and finally jumped down to the girl's side of the turnstile and disappeared. As the train came in and out again the man and the girl were still looking for the cat!

* * *

All of us who ride the subway and the bus at the same time every morning know each other by sight. When someone is missing you wonder if he's changed to the night shift or if he's late. The bus driver who takes us on the last stretch to the factory waits until the last possible second for the missing ones.

Most of the men look very clean. You seldom see one, even going home from work, who hasn't stopped to wash off the dirt.

As for me I seldom wash my hands and face before going home, because if I do 'll miss the bus and have to wait a half hour for another one. My face doesn't get dirty, but my hands are terrific. In the last five minutes, when we clean up our machines and so forth, I wipe off the top layer of grease and oil on the gray flannel towels they give us, and so much for that!

If some of those factory men who wrote to me while the Stephen series was running read this I know they'll have a good laugh!

Tomorrow—I Go on the Night Shift.

SMOOTH SUSAN 12.

TAKES A WAR JOB

7-7-42

Goes on Night Shift—Finds Different World

By NELL GILES

Today I went on the night shift and I hope my iron constitution is as happy about it as I am. It makes normal living a little backward, but at least I'll have more time to sleep.

Now the schedule will go something like this, in case you're interested in the private life of a night worker: Sleep until 10 in the morning . . . work at the Globe until 2 in the afternoon, and then have an enormous hot dinner which would do credit to a soldier, a sailor or a boy from the Marines . . . and then off to the factory, arriving just in time to punch in at 4 o'clock. Work until midnight . . . reach home at 1:30 in the morning, go to sleep at 1:31. It's the life of a fireman.

We bring our lunches, and have a supper period from 8 o'clock until a quarter of 9. But dinner at 8 is too long away, and most of us take a rest period at 6, and in 15 minutes manage to do away with a sandwich and orange. Tonight I thought the girls were joking when they said the regular supper period was at 8, so I finished all my lunch at 6 o'clock. They say it's a sign you're a freshman at this business.

Tonight I had a good job . . . it was to bore 20 holes in an aluminum disk which is part of one of the instruments we make. There are four drills . . . each of a different size . . . on the machine I used, and a metal "box," called a fixture, into which you place the disk to be drilled. The disk fits in just a certain way, and is marked with holes which indicate where you are to drill. The trick is to pull down the lever of the drill, which is spinning like mad, so that the drill goes into that one little hole, and doesn't hit the fixture.

There are about 10 ways to break a drill, I've discovered, but one of the easiest is to snap it against the fixture. If the metal you are drilling is thick you must let the drill up several times during the process of making the hole so that the metal chips can come out. Otherwise the drill gets clogged and will break.

* * *

The people who have done this for some time can do hundreds of these disks and hardly seem to look at what they're doing. The average number of this certain one I did tonight with 20 holes to be drilled, is something like 166 in seven hours.

But there are other jobs which have a phenomenal speed rate. A boy across the table from me tonight did 700 disks in an hour! What he was doing is called "tapping," which means threading the hole so that a screw will fit in.

You would be amazed to know the number of processes involved in getting a piece of metal ready to be assembled. The holes are drilled, "burred" and then tapped," if the metal is thick enough so that the screw must actually be screwed in to fit tight.

On this floor we do nothing but machine work. On the floor above us, the girls wind the coils, and above that, there is a clean and fascinating place where everything is put together, and there are 15 Army Air Corps inspectors to pass or reject the final product. Our own inspectors go over each part of the instrument with an eagle eye, and if the Army Air Corps men are any tougher than our own inspectors, they must eat nails for breakfast.

Naturally, the inspector's job is a vital one, since it is his responsibility to see that each instrument which leaves our factory is 100 percent perfect. The methods of testing for perfection are so involved that I'll devote an article to that a little later.

* * *

Coming home from work so late at night is in a way like going to work so early in the morning. The earth, and not the people, seems abnormally impressive. When you move about your business in the ordinary times of day, you never stop to look at the sky or remark on the freshness of the air.

At night, you get the most terrific feeling about the war. Everything goes on as it does in the day, but it seems to me with more quietness and intensity. The other factories we pass on the way home are going full speed all night long, just as we are. The lights are bright and the windows are open so that you can get a glimpse of men at work.

Since our own factory is completely blacked out at 7 o'clock sharp, with all shades pulled, no matter how hot it is, it seemed strange that other places, just as vital as ours, should not take the same precautions. But someone on the bus explained that all lights on the shore side are out, and the bulbs painted half black.

The last subway to Cambridge is full of men with black tin lunch boxes and numbered buttons on their caps. Everybody reads the early morning papers and it's Egypt and Russia we read about first.

★ ★ ★

Tomorrow is another night!

SMOOTH SUSAN 13.
TAKES A WAR JOB

7-8-42

Vacations Canceled, but No Grumbling

By NELL GILES

All vacations were canceled today. It was quite a blow to the people who work here the year round, and need relief from the monotony of doing the same thing over and over again.

Many of the girls have husbands in the service, and were planning to visit them before they leave for foreign duty. You can understand, can't you, that all work and no play makes Jane a dull girl? And Jane on the night shift has only Sunday for recreation, and not always that. If there is extra work to be done, the entire force works on Sunday, too. There are no holidays . . . not even the Fourth of July last week!

But after that first blow . . . all vacations canceled . . . THREE WAS NO GRUMBLING. Everybody understands WHY there is no time for vacations. There was no grounching about working the Fourth, either. And a couple of weeks ago I talked with a girl who had to work on Sunday. She was ill with a cold . . . and you know how a Sunmmer cold can give you the miseries . . . but she didn't think of asking for the day off!

* * *

I don't want to give you the impression that people who work in a war production factory are all nice and sweet and patriotic, any more than you must think that all soldiers are brave. Money has much to do with how hard people work in a factory, but I honestly think there is an INCREASE in the spirit determined to win this war.

Not a day passes but you'll hear somebody say to a worker who seems to be slowing down, "There's a war on, you know!"

The foreman of each floor gets a monthly quota for production, which he breaks down into weeks and days or night. At the present time, our factory is two weeks ahead of schedule, but since war doesn't run on schedule, that is not too comfortable a margin.

* * *

In spite of the terrific pressure to get things out in a hurry, the first demand is for quality. Everything must be EXACTLY right.

Tonight I got a much deserved calldown for drilling a hole in the wrong place. The setup man gave met a little metal gadget into which I was to drill seven holes. As usual, there was a fixture to hold the gadget and to indicate where the holes were to go. But unfortunately, the top of the fixture had a pattern for two holes, and I was to drill only one of them. An hour later I began to wonder WHICH one, and of course I'd been drilling the wrong hole.

I said to the man, well, maybe these pieces of metal can be used for something else . . . and he said, yeah, maybe the Army can use 'em for dust cloths.

* * *

Tonight the Chinese girl arranged for me to ride home with a man who works here and lives beyond Boston. He has five passengers, and takes us to and from work for $2.50 a week, which is a great saving in time and money. He picks up one girl in Dorchester, and the others as we go through Chelsea, Revere and points north. I'm the second passenger he collects, and my picking up point is the South Station.

All along Atlantic av. there are men and girls with lunches and identification buttons wating to meet their "rides." You seldom see an empty back seat.

These rides are arranged in a number of ways at the factory. In the training department we were asked where we lived and an effort was made to arrange rides with someone driving from the same district. There are also notices put in the employees' paper, "Ride or rider WANTED" . . .

This is just an example of the community spirit that I've found in many ways working in this factory. It's true that each person is working for himself first, but he is also looking out for his fellow-worker. I've noticed this more working at night than while working days, but it's possibly because the night shift is smaller.

* * *

Each time I start a new job some one of the girls who has been here for a longer time comes up to show me a quicker way to do it, a short cut she's learned by experience. And this isn't because I look green and helpless . . . or is it? Anyway, it happens to the other new people, too.

The college girls, it seems to me, make a very good showing. They catch on quickly and they work hard. Most of them consider working in a factory a lark and are doing it to make money for next year. But since college girls seldom wear their hearts on their sleeves, who is to say there isn't a patriotic angle to it, too?

There are several girls from teachers' colleges, one from Radcliffe who spends her mornings at Harvard Summer; a girl from Skidmore, several from Jackson College. Most of the college girls are not engaged; the majority of the other girls are engaged or married. Does Dr Poponoe of the Marriage Institute want to make something of it?

Tomorrow I'll tell you about something called a "rotor."

SMOOTH SUSAN TAKES A WAR JOB

14

7-9-42

Tackles Little Black Thing Called 'Rotor'

By NELL GILES

Electricity, it has always seemed to me, is as unpredictable as the kind of drunk you meet on the subway at 1 o'clock in the morning. How electricity gets inside a wire and makes a light or runs machinery is quite beyond me, and I am in awe of it, whether it is buttoned on the wall or in its natural state as Mr. Franklin discovered it.

Tonight it was a definite shock to learn that I must have something to do with getting electricity into a little black thing called a "rotor."

* * *

A rotor is about the size of a sugar coated pill, round and shiny and flat at each end. Through it is a very small hole, into which go the wires to make it part of an instrument on the dashboard of an American plane . . . an instrument to measure gas, altitude, pressure or to indicate the position of the wheels.

This small, black "pill," which is magnetized, shellacked and assembled, is actually the heart of the instrument. Without it the instrument could not breathe, live and talk to the pilot about where he is and in what condition.

* * *

My job tonight was what is called "boosting." I sat at a table on which were trays of rotors stuck on pins. One at a time I removed the rotors, inserted them in a machine, pressed a foot lever, which "boosted" the electrical strength of the rotor, and then tested each stout fellow to see that he registered a strength of 70 or above!

There is a separate room in which the rotor work is done, and you'll see why, when I tell you that we sat by an oven whose temperature is 1832 degrees! Naturally there are ways of protecting us from that heat, but the rotor room is not the coolest place in the world. Eight girls and a foreman work there in three shifts.

* * *

A rotor is made of what looks like the red dust of Virginia. A girl measures an amount, pours it into a mold, and pulls a lever which brings down seven tons of pressure. A second girl removes the rotor from the mold, tests it for size and weight and inspects it for chips and cracks.

The perfect ones are baked in the over for eight hours and then passed to the girl who magnetizes each rotor. This girl passed her trays on me for testing and "boosting."

This is only the beginning of the life of a rotor. The testing and boosting process is repeated many times before the little fellow arrives upstairs to be assembled into an instrument.

My work tonight used to the "nth" degree all the training man taught us about motions. For the first hour, the job went very slowly. . . . I was only "picking 'em up and puttin' 'em down!" . . . and then the girl who does the magnetizing came over and showed me the short cuts with finger motions. As the left hand picks up the next rotor, the right hand inserts the first one in the "boosting" machine and the foot presses the lever. Think what a whiz an octupus would be on this job.

* * *

Working on rotors is such a dirty job that we have a special soap. It comes in a yellow can and is pink and slightly scented, but it feels like a handful of sand.

This factory makes a special hand-cream for us to use, and big tin cans of it are kept in the supply room. It has a sort of lemon-y smell, and it looks like cold bacon fat, but it really is a help.

Hands, as I've said before, are the one big problem here. It's impossible to keep them looking smooth.

I still have those red blisters from the metal chip burns, and I show them to that day set-up man every afternoon as I come to work at 4 o'clock, but all he says is, "Aw, go on, Babe!" So what can you do? I am thinking of charging five cents to look at my burns and 10 cents to feel my muscle.

* * *

Has anybody any new ideas for sandwiches? I've gone through the alphabet. "A" is for asparagus. "B" is for plain bread and butter. "C" is for cucumbers. And "Z," I suppose, is for zebra meat which is probably delicious and a great change from chicken. We have a beautiful, big electric refrigerator and an electric stove, which some of the girls use to cook steak and bake potatoes. But since it takes me a good 10 minutes to wash my hands, I have no time for such preparations!

* * *

Tomorrow I'll tell you about some other factory girls.

SMOOTH SUSAN TAKES A WAR JOB

15.

7-10-42

Alma Finds Her Work Restfully Monotonous

By NELL GILES

Since the beginning of this job, a month ago tomorrow, I've heard from many girls working in other war factories, and from white-collar girls who want a war job. It seems fair to give you a rest from what's happening to me and let them have the floor today.

* * *

An artist named Alma, who usually spends the Summer 'resting' applied for a job in an airplane factory, found she was specially fitted for the assembling of small parts, and that she had the patience needed to do the same precise job over and over again. She is enjoying her happiest Summer, and finds factory work "restfully monotonous."

A girl who is a graduate of a school for teachers got a job in a munitions factory in Connecticut, much against the wishes of her family and friends. A factory job, they told her, would drive her crazy with its monotony, and her mind would "atrophy."

Here is a quotation from her letter: "Now I realize that there is MORE time to think along various lines, rather than having one vein of thought which the brain must follow during working hours. In knowing that I am REALLY doing something to help us beat the Axis. there is a certain calm, yet thrilling feeling of satisfaction which can be compared with no compensation from any other type of work."

* * *

A college girl who never could "stick to one thing till she finished it" has a job for the Summer in a factory turned over to war production. "I'm learning more about discipline from the foreman than I ever learned from my college professors," she told me.

* * *

A girl with a white collar job in a department store wants to do "something to help" in her spare time. She has a special but untrained talent for nursing and it seemed to her that being a nurses' aid was just the job for her. But she was told at the Red Cross that all classes are full until October. "Why," she wanted to know (and I think she's entirely right) "when there's a great hue and cry for nurses' aids?"

I don't know the answer, but sent her to the Massachusetts Nursing Council for War Service at 420 Boylston. They are a sort of clearing house for such problems.

* * *

A girl with a 9-to-4 office job wants to know the most valuable war job she can do in her spare time. Mr. Putnam knows the answers and tells them in his daily "Victory Forum." I think he'd agree that the Information Center needs people who can spare time at the beginning or end of a day. Also, there's the Red Cross Blood Bank which needs your pint. And as actress Dorothy McGuire says, "It only hurts a nickel's worth—just the price of a package of chewing gum—a telephone call—a good five-cent cigar!"

* * *

People ask questions about how to get a factory job. Does it take "pull"? Definitely not. You apply at the factory itself, or at the government's Employment Service at 9 Beacon st., Boston. Literally hundreds of people are hired for factory jobs every day and most of them are women.

It's true that not everybody who applies gets a job. You must pass tests to prove your manual dexterity, for your own safety as well as for the efficiency of war production.

* * *

People ask if there is much "flag waving" among factory workers. My opinion is that war production follows the pattern of everything else about this war: there is less talk and more work. Few people stop to analyze WHY we must meet a daily quota. The attitude is: Here's the quota, so let's get going. Most people I know who work in factories are young people.

I am fanatically partial to these depression babies who cut their eye teeth on "Hoover apples" and remember nothing much before Wall Street folded, in 1929.

SMOOTH SUSAN TAKES A WAR JOB

16. 7-13-42

Leg Make-Up Rule Among Factory Girls

By NELL GILES

The beautiful brown legs of factory girls come out of a bottle. Leg makeup here is the rule, not the exception, and if you wear stockings, you look really decadent and a little indecent, as if you were coming out in long bloomers.

Even at that, we have a better chance at an honest sunt-tan than has the day shift, which works from 7 to 4. We have the heat of the day to spend on the beach, and most of us are brown and healthy looking. You can't help but agree with that dopey guy who once said that "Hard work never hurt anybody" . . .

* * *

Every Friday morning the bowling team meets and plays for a couple of hours. The Y. W. C. A. once stayed open after work for us, but there were complaints from the neighbors about too much noise. If you don't live an "upside down life" you can't understand that there are people who do.

Twice a week a local movie has a morning show especially for war workers on the night shift. Never mind that the show is usually ancient . . . YOU haven't seen it before!

I notice that factory girls are not the only ones who are enjoying a "hats off" Summer. White collar girls, too, wear only ribbon bows or flowers for hats. I suppose if you want to get philosophical about it, it's a sign of the dangerous informality of the times. Girls who wear hats are never ersatz, or something like that.

* * *

Tonight I received what amounted to the Nobel Prize, as far as I'm concerned. The foreman said that all this coming week I am to work in the Rotor Room, in the place of a girl who will be away that long. So I spent some time this evening learning her job.

Remember I told you that rotors are the little magnetized "pills" which make the airplane instrument work. One girl sits at a machine, measures out the "dust" of which a rotor is made, pours it into a mold, and pulls a lever which lets down a fabulous amount of pressure.

The mold is then passed to another girl who puts it into a machine, pulls a lever which releases the rotor and then measures it.

This last process is called "miking," which is short for saying "measure it in the micro-ampere machine." Anyway, I'm the second girl in the process.

* * *

Our hands, arms, hair get full of this fine red "dust." To protect our dresses, we take them off and wear smocks. Smocks, of course, are worn by all the workers, but overalls would be better for us. This dust even gets into our shoes.

I've heard much talk about the delicate subject of when to take a bath, if you're on the night shift. The general consensus is that the surface dirt should be washed off when you get home, around 1 o'clock in the morning, and a bath taken in the morning. This is because water running in the tub in the middle of the night will wake the neighbors.

A small point, but worth making!

The smell of this oil we use on the machines is another clothes problem. It's like the small, insidious odor of ether, which follows a nurse wherever she goes. It never comes out, and I'm sure that years from now the smell of a certain kind of oil will make me remember this Summer in a factory, and remind me of the singing, and the drills I broke and the people I met. Let them have their old moonlight and roses!

* * *

Thanks to the good New England housewives who wrote in some new ideas for lunches, I can report a new interest in 8 o'clock feeding time. . . . Here are the choice menus for night life with a brown paper bag:

Raw vegetables, sprinkled with water and wrapped tightly in waxed paper, are a nice change from the standard lunch.

Carrots, sliced in thin strips, soaked in ice water and salted . . . cucumbers, whole tomatoes, lettuce, celery and the other green salad ingredients are good.

One housewife suggested chopping raw spinach with minced ham . . . I tried it, and it's wonderful. You can't have too much spinach for this job.

A change of bread is like a change of heart or a new lease on life. Nut bread, banana bread, cheese bread . . . all these make you forget that a sandwich is just a sandwich, no matter how thin you slice it.

Everybody brings fruit . . . cherries, bananas (very high priced and hard to get) apricots and oranges.

* * *

Tomorrow—I'll Take You Behind That Rotor Machine

SMOOTH SUSAN TAKES A WAR JOB

7-14-42

17.

Girl War Worker Spouts Derision at 'teen-Agers

By NELL GILES

We read by the papers that you civilians are having a fight for morality on the Boston Common. This does not seem remote to us, as we sit around the tables eating lunches from our brown paper bags.

You see, we know of some of the girls who have been caught in the curfew. Some of us are mothers or sisters or sweethearts of men who might have been walking through the Boston Common at night. Some of us live in neighborhoods where the "beer joints" have as many women customers as men. And we actually know of mothers who could not be found to be told that their teen-age daughters were caught in the curfew, because the mothers were drunk. This is not a pretty picture, but this is the way it is.

This is war and we factory workers are lined up solidly to fight it, side by side with the soldiers and sailors and marines and God's own Air Corps.

It is our opinion that this trouble on the Common is not the fault of the men in the service, but of the 'teen age girls whose mothers have not put character into them as a steel worker puts temper into steel And when I hear over and over again, this opinion, expressed by these girls in the factory, I heartily agree with them.

The girl makes the man, and how can she make him a gentleman if she hasn't been taught what a rare and precious thing a gentleman is?

As one of my chums here said on the way home tonight, "none of these guys are wolves when they start out, but some of these kids think it's smart to go with a guy in a uniform, and then you've got to have something to talk about the next day so you start mugging the guy and that's what makes them wolves."

My chum is 19, and she is what they call a "fresh kid." Her conversation is a flow of slang, slams and simple insults. But it is all talk. Her heart can be trusted, and I'd bank my last dollar on her character. Her opinions of people are shrewd and spoken out loud. And what she thinks of these "kids who pick up the uniforms on the Common" is sharper than some of the dream talk of the psychiatrists.

My chum sees very clearly, as many people don't, that the uniform does not make the man. Braid and brass buttons leave him no more and no less than he was before—a "sharpie," a "goon," a "dope" or even a "hick."

This last classification is almost unknown to her. She's strictly a city gal, but there are plenty of men in uniform who are fresh from the country, and my chum is not going to initiate them into what a country boy thinks is "city ways." She is nobody's experiment—a mouse for no man. And her scorn and contempt for these "dopey kids" who go to the Common at night is a choice bit of fight talk.

Here we have few girls who are illusioned about "men who make passes" . . . few shy violets who pretend to be "shocked" by the facts of life. As my chum once observed, it's the ones who "shock easy" who are really dangerous to a man.

Wouldn't it be wonderful for the quick ending of this war in victory, if this entire civilian population of ours would also take off the blinders and see that there can be no more civilian population for the duration? . . . That we are ALL in it, and that each one of us is either doing something to help the United Nations **OR** we are doing something to help the Axis . . . that there is no halfway about it!

It simply burns me up that the very best of our young men can give their lives for this victory when most of us think we're very heroic to get along on less sugar . . . but what's worse, we actually think it's smart to "get by" the rationing board and to keep up as much pleasure driving as we did before.

* * *

You may say I'm only talking this way because I work in a factory. **Yes, you're right. I didn't see things** as clearly as I do now. I didn't know that we are really at war—win or lose but no draw. I only thought the men I know in uniform look very handsome, and why doesn't somebody write a really good war song and why doesn't Washington stop having squabbles and do something.

But it's different when you've drilled a few thousand holes in aluminum plates which are part of a gas meter bound for a Flying Fortress. Hey, I know a couple of guys who might be flying that shiny baby, you think to yourself. Then it's all different. It's personal. Yes, honey chile, the war gets mighty personal.

We see it come and go out here in the factory, to the tune of thousands of rotors and wires and aluminum plates on a conveyor belt that reaches from your house to Tokio, to Berlin, to Rome. Somebody is trying to take something away from You, that's the personal thing about this war.

As my articulate chum says, "if these kids on the Common would come on out here at the factory and work to WIN the war, instead of working to LOSE it, the people in Boston wouldn't have no trouble with the kids on the Common."

And isn't my chum right that any girl who goes "mugging" with a man in uniform she's picked up on the Common, or any other place, is helping to LOSE the war? A sick soldier is a no good fighter.

Tomorrow I'll try to be a little jollier and tell you some choice words I've learned in the factory.

SMOOTH SUSAN TAKES A WAR JOB

18

7-15-42

Sings 'Jersey Bounce' to Rotor—One Line

By NELL GILES

I've been so quiet about this job in the rotor room . . . which I told you last week was the equivalent of the Nobel Prize for me . . . that I'm afraid you'll think the foreman fired me.

Such is not the case. The rotor room is still the place and I like it better than any other job I've had in the machine shop. I've carefully explained to you all the facts about a rotor's life from the time the little fellow is red dust poured into a mold, pressed with seven tons of weight into a shiny little "pill," magnetzed, baked for eight hours in an oven of 1832 degrees Fahrenhent and then assembled into a precision instrument for a plane. By this time a rotor is not red, but black . . . it's the baking that changes the color.

Also, I've told you in this complicated and busy process I am the cog which takes the rotor out of the mold, and tests him on the micro-ampere instrument. So we won't go into that again.

What I'd like to show you this time is a taste of real factory life. You see, if I worked here all the time . . . and it wouldn't be a bad idea at that . . . I'd have a job such as this one at the rotor machine, and I'd do the same thing over and over. There would be no changing around. Every night I'd take 700 . . . or 800 . . . rotors out of molds, test the rotor . . . pass the mold back to the first girl who would measure out a scoop of red dust, pull the lever which brings down the pressure, and pass the mold with the rotor in it on to me. And then the one burning problem of my working life would be how to overcome monotony.

This is one of the least monotonous of all the jobs on this floor. In picking up the mold, inserting it into the machine which knocks out the rotor, picking up the rotor with tweezers and testing it on the micro-ampere machine, there is enough variety of movement to keep you awake and conscious. Of course, I must say that I was always awake and conscious and in mortal terror when I worked at the drilling machine, too.

There are some jobs, however, which are deadening in their monotony. Remember the night I did "boosting"? That job is tagged by the girls as a "killer." You get so groggy that you even forget which row you are "boosting" . . . you forget to press your foot on the pedal which does the "boosting" . . . you forget finally to breathe.

I always felt, through that entire eight-hour stretch, that they'd find the body the next morning, sunk in a heap beside the "boosting" machine!

* * *

Another advantage of this honey of a job with the rotors which I have for this week, is that there is someone to talk to . . and I DON'T mean "with." Machines make too much noise to allow for the "talk with" sort of conversation. You just sling a few snatches of words out of the corner of your mouth to the other girl and maybe you hear what she says in reply and maybe you don't. Mostly, you sing . . but at least there's someone to join in, within yelling distance!

The girl who works with me is very fond of the "Jersey Bounce." So far, I haven't learned more than the first line, because that's all she knows. But if these rotors we're making show a magnetic attraction for jitterbug music, the pilot can trace it back to "The Jersey Bounce," which we sing to them for eight hours every night.

The two girls behind us, and the two in front, are usually on different songs. We seldom like their taste in music . . they're usually on something drippy like "Moonlight and Roses" or "Sweetheart, Sweetheart, Sweetheart" . . with memories of Nelson Eddy looming on the screen. As for us, if we can't have the "Jersey Bounce," give us "One Dozen Roses" (and make it fast . . don't stop to write out a card).

* * *

From Ethel I have learned many good things besides how to take a rotor out of a mold, and I shall miss her wit, and her spicy vocabulary next week when I'm on another job.

I've learned that a "sharpie" can be a man who wears yellow shoes, but seldom is. Usually a sharpie wears shoes of a more normal color, but they are always shined. His pants are pressed . . . knife edge . . . and in general a sharpie is fashion conscious to the "nth" degree.

A "dope" on the other hand, goes around with his mouth open to catch flies.

A "whiz" . . . well, you know what a whiz is, yourself. Sometimes a whiz is a "honey but the bees don't know it" . . . but it is better to avoid this type unless "they're you're own speed."

They call it the Jersey Bounce!

* * *

Tomorrow I'll tell you about a party the Night Shift had last night.

SMOOTH SUSAN 19 7-16-42
TAKES A WAR JOB

Night Shift Has Party, No Music (After 1 A.M.)

By NELL GILES

Have you ever been to a party that BEGAN at 1 o'clock in the morning? This, as I remember it, was my first, and I'd like to do it again, only with dancing.

The Night Shift, even without its official social body called the Night Shift Association, is as clannish a group as you'd like to meet. There is a very healthy competition with the Day Shift for production, for social honors and so help me, for "esprit de corps," which you will find with great enthusiasm surviving in our midst.

If you work on the Night Shift, according to the Night Shift, you are just a little superior and you have just a little more sense of the old-school-tie spirit.

* * *

So, when the Night Shift has a party, it should be a terrific success.

Before midnight, there was much coming and going back and forth to the different machines . . . are you going to the party . . . is Whosit going . . . who's she going with . . . not him! To you, this may seem high school stuff. But remember that we are the Night Shift. We work while you play, and we sleep while you work, and when we play it's a rare occasion. Did you know that there are no places provided for the recreation of the Night Shift in the civilian world. Don't get me started on that again.

Anyway, we were not only washed . . . we were dressed up, and we left the factory in cars at midnight and drove into Boston. There was everybody . . . the head foreman, the set-up men, the inspectors and the super-dooper workers. I rode in the car with two of the electrical engineers, with the Chinese girl and with another girl, who is a very smooth one.

All the cars drove to Chinatown and we parked carefully in a parking lot so that our tires wouldn't get stolen.

At our table we added a foreman and then we ordered dinners just as hearty as you'd expect us to want after a night's work. The foreman had Chinese fried lobster and I had Bock Toy, which is pork strips with Chinese green cabbage and a sauce and I'd recommend it to anybody's jaded appetite. The others had very conventional steak and fried chicken, which the foreman and I thought were pretty tame.

It makes me hungry just to think of that dinner. You know, my appetite is getting to be a matter of social embarrassment. Since I've been on the night shift, any dates I have must be for luncheon, and I suppose it's quite a shock for a man to hear me say I'd like what might be called the Riveter's Special. It's nothing for me to have roast beef, mashed potatoes, gravy, two vegetables, two glasses of milk and a piece of pie for lunch. But perhaps this is of concern only for the man who pays the bill.

What I was getting to when you sat me down to the Riveter's Special was that once we ate dinner in Chinatown there was nothing else to do. The orchestra had folded up and gone home before we finished the first course. We were not allowed to play the juke box after 1 o'clock.

This had nothing to do with the manager or with Chinatown. It's a Boston law. And while we can understand WHY there must be a limit to play when people abuse the privilege, we STILL don't know why somebody doesn't do something to provide healthy recreation such as dancing, for this new race of people called the Night Shift. It gets VERY monotonous to eat, sleep and work and (quoth the craven), NOTHING more!

* * *

Since this piece seems turned over to eating, here's a good time to tell you some of the hundreds of suggestions that have come in for lunches. Many of them came from other factory workers, and for their sakes, I'm passing on these good ideas from other people:

Vitamin Sandwich: Put through the meat grinder, three times, one carrot and one green pepper. Add a small onion. Mix with cream cheese. Spread on thin toasted cheese bread or on crackers.

Fresh Fruit Sandwich: Butter two thin slices of bread. Spread one with slices of fresh fruit, strawberries, peaches or apricots. Sprinkle the other with sugar. The butter keeps the fruit juice from going through the bread, and the sandwich is different and delicious.

These two were from MEG, University of New Hampshire.

MLC from a Boston office suggests something hearty: Roast pork or roast beef on thin buttered bread. And a Boston baked bean sandwich, with onions and your best steak sauce.

An anonymous contributor who also works in a factory says forget the sandwiches for a while and try fried chicken or steak which are almost as good cold as hot.

One of my friends at the factory gave me numerous ideas for new sandwiches . . . she has a repertoire of 30 . . . and this one seemed specially good to me. Avocado pear, with very thin slices of onion.

Don't forget to use plenty of salt . . . especially if you work where it's hot. You'll feel the heat much less if you remember to eat about a quarter of a teaspoonful of salt a day, which will replace the salt your body has lost through perspiration. Many factories provide salt tablets for the employees at the drinking fountain.

Now here's a lunch suggestion from the government. . . . Cold tea in a thermos jug. From the Office of Price Administration comes a bulletin on how to make tea in such a way that it will help stretch the nation's supply, which is only 50 percent of last year's. "Use one level teaspoon of tea to a measured cup of rapidly boiling water. Scald the teapot, put in the measured tea leaves, add boiling water and allow the tea to steep for a full five minutes. Strain, allow the tea to cool and then chill in the refrigerator. This chilling process beforehand makes it unnecessary to make the tea double strength as is usually done when hot tea is poured directly on ice cubes."

Also, says the government's Mother Hubbard Department, FORGET to add that "extra spoonful for the pot!"

* * *

Tomorrow I'll tell you about a new job upstairs.

SMOOTH SUSAN TAKES A WAR JOB

#20 7-17-42

On Days—Excitement at the Microscope

By NELL GILES

Today I was transferred upstairs to begin training for an assembly job. It means I'll have to keep my hands clean and go on the day shift. These are my two big regrets at leaving the machine shop.

Up again at 4:30 in the morning to get from Cambridge to work by 7; work at the factory until 4; to the Globe around 5:30 to write a piece; home, dinner and bed. No more drilling and grease and noise and rotors with Ethel. I'll miss all this. You don't know how much fun it is to make something with your own bore hands until you try it. (Anybody need a good mechanic?)

The training room on the fourth floor has sort of a Shangri-la atmosphere. Everything is neat and white. The ventilation is perfect, the view discreet. We wear clean white smocks and sit in pale pine chairs doing work so fine that I'd much rather they'd ask me just to write the Lord's Prayer on the head of a pin.

We have two foreladies that I've discovered and I think there are more. They are young and pretty and well liked by the girls. They sit at clean desks and make out records about us, and not too often for our comfort's sake, but often enough for efficiency, they look at what we've done under a microscope.

* * *

The job I'm learning is taping coils. I recognized one of the rotors Ethel and I made, complete with North and South Pole. The coil also has parts of things I remember drilling . . . but now it is wound around and around . . . 4000 times with fine copper wire. When you casually read, "fine, copper wire," just pull out one of your hairs and look at it. This copper wire I'm talking about is exactly HALF the thickness of fine human hair!

I don't understand electricity, as I've mentioned, but it was explained to me that I must solder what is called a "lead" on each one of these coils of fine copper wire. Otherwise, it seems, there will be no positive and negative.

When you solder one metal to another, you must first remove the deposits of oxide from each, so that the joint will hold. So, process No. 1, than which I got no farther all day long, was to scrape the surface from this fine copper wire, not just in one place, but all around, for the pace of about an inch. This may sound easy, but I found it practically impossible. Every time I picked up the wire to rub it with fine emery paper, the wire broke. Getting burned several times with the soldering iron didn't even hurt.

* * *

I must stop and explain that this training room session would have come first, before I was put in the machine shop, under ordinary circumstances, but this was the only "favor" I asked of my employers here, that I be shifted around from one job to another and that I have the dirtiest one first. This was to give you as clearly as possible the behind the scenes view of one of the great factories turned over to war production.

Ordinarily, this training room comes first, and later, if you seem more fitted for that work, you may be sent to the machine shop. With this one exception, what will happen to you in a war factory is what is happening to me.

On this floor, and near us, are the methods men, they drea mall this up and we do it. Some of them are college men, young and scientific looking; and others are men who have pulled themselves up by their own hands, from the factory workroom.

* * *

A very exciting thing happened at a microscope beside me today. A methods man proved to several of what he called "the technical boys" that a little experiment of his really worked.

Under the glass he showed them the very same kind of coil I'd been working on all day. Only, instead of using solder to put the metals together, he'd dipped them in a solution which welded them together almost instantly, and much more perfectly than a human being and a soldering iron could do it. It would save time and lives.

The methods man, who is not young any more, except in his enthusiasm for his work, was almost trembling with excitement. One at a time, the young "technical boys" bent over the microscope to inspect the welded joint. And one at a time, they thought it would work.

The methods man, wanting to share his happiness with everybody, turned to me and said, "You know, it's wonderful what you can do with a little hydrogen and oxygen!" Having had so little experience with hydrogen and oxygen, to my knowledge, I could say nothing adequate. I only said, "I'll bet you thought it up before you went to sleep one night." And he said yes, he did.

I don't even know his name, but "Henry" would suit him. I can hear his wife calling, "Henry, what on earth are you doing up at this hour of the night?" . . . and Henry, from a stiff chair at the dining room table, drawing out his dream on scratch paper, calling back, "Never mind, Mother . . . I'm just trying to figure out a little problem."

Henry's little problem, according to the technical boys, will help us get the planes over just about five times faster. A MERE technicality!

SMOOTH SUSAN TAKES A WAR JOB

7-21-42

21 21

Honor Roll Inspires You Not to Make a Mistake

By NELL GILES

In one of the departments of this factory is an Honor Roll of men who have left their jobs to join the armed forces. . . . They've left the "second front" to join the "first front."

The Honor Roll is made of their work buttons—the actual identification pins with photographs and numbers which we must all wear every day to get in and out of work past the armed guard at the gate.

An Honor Roll made of work buttons is better than any copper engraved plaque hung on the wall. It says to the men who are leaving that their jobs will be here waiting for them when they come back. It says to the men and girls who are staying "Here are our own buddies. . . . THESE are the men who'll get the instruments we're making." And when you know that the life of Jimmie or Tommie or Joe, who worked on the bench right beside you, depends upon the quality of YOUR work, you are even more careful not to make a mistake.

From this one department where the Honor Roll is hung, 60 men have gone to war—18 in the Navy, 33 in the Army, four in the Marines, five in the Coast Guard and two in the Air Corps, and more are leaving every day.

Today a very happy looking, dark young man named Joe, wearing his best civilian clothes, came into the training room to tell all the girls goodby. He went to each one of his friends on the bench, and you could hear them all—Alberta, Edith, Barbara, Mary—everybody saying, "Congratulations, Joe!" "Good luck, Joe!" "So you finally made it, Joe!" And I asked Alberta what all the congratulations were about. Was Joe getting married? And she said, "O, no; Joe had just been accepted by the Navy!"

This morning we had a very exciting visitor—one of Doolittle's flyers who dropped those Victory Corsages on Tokio in April.

He was a tall, serious lieutenant with a good sun tan and sandy hair cropped short. He wore a bar of ribbons, each of which indicates a medal for bravery on some specific occasion. The manager of our factory brought him around and introduced him to us all, and one girl said breathlessly, "O, isn't it wonderful!" The excited girl's remark made the serious lieutenant grin and then we all laughed and were much more comfortable about meeting a hero.

I am coming along very slowly on this job. It takes the patience of a silkworm. I always thought my fingers were fairly dextrous, because I like to sew. But I discover that I'm actually very clumsy. They say your speed picks up on this job very quickly once you get the "feel of the wire."

In case you've forgotten, what I am learning in the training room is to "tape a coil." These coils are destined for DJ-4 indicators, and the very finest copper wire is used for them . . . almost 4000 turns of wire wound on a coil which is no larger than a quarter of an inch wide and half an inch long. The first wire "lead" has been soldered on one end of the copper wire before it is wound on the coil. The job of the "taper" is to solder the second "lead" on the other end of the copper wire, thus establishing a positive and negative . . . and then tape the coil by gluing a thin paper strip over it with shellac, protecting the soldered joints of the wire, but leaving the ends of the leads sticking out, to be attached to other parts of the instrument. This operation is part of what is known as "sub-assembly" work. The final assembly and marking and adjustment or tuning of the instruments is done on another floor.

The girl who does "coil taping" must also test her work on the ohm meter, to see that a current of electricity registers through the wire. If it does, the coil is good; if it doesn't, the coil is discarded. At the end of the day, the girl marks her good coils with three code numbers—and this is as thrilling as autographing a bomber—the group number, which in this case is "4," then the letter which is the code of the girl who wound the coils, and last, the code letter of her own. The purpose of marking the taped coils in this way is naturally not a sentimental one. It is to trace mistakes before they leave the factory. If the fourth floor final assembly people who test the completed instrument find a reject, they want a way of tracing the mistake; and if too many mistakes are traced to any code letter, this girl is too expensive to keep. Spoilage is the one big problem from the second floor up, from the time the sub-assembly work begins, and when I find out more about how it's handled, I'll tell you. Spoilage in the machine shop also is a problem, but naturally, a less expensive one, since less work has been put in at that beginning stage.

This training room is a very pleasant place to work. It is almost a laboratory. The methods men, electrical engineers—the "technical boys"—wearing their starched white laboratory aprons, are really as glamorous looking as we are. There is always something scrubbed and well groomed looking about these "men in white." One of ours looks vaguely like Ray Milland of the movies. Someone must have told him, because he's recently learned the Milland half-smile.

Our bus this afternoon was caught in the air raid test. There were some cars the air raid police couldn't catch, and from where we sat, we couldn't honestly say that the "raid" was taken seriously by the civilians, or much of a success.

Tomorrow I'll tell you about some of the girls here with higher-up jobs.

SMOOTH SUSAN TAKES A WAR JOB

7-22-42

22

First Pay Checks Mean Good Clothes

By NELL GILES

There is a world waiting for girls who are scientifically trained. That proclamation, I know, sounds like those "Join-the-Navy - and - see-the World" posters which were once extant but now extinct, since no man needs a Cook's tour invitation to persuade him into uniform.

Perhaps girls still do . . . so let me write the poster here, and tell you that if your talents are scientific, the country needs you.

I just found out today that in our factory there are 10 girls engineers. I met three of them and was impressed with how young they are, and how keen. They have college degrees in Math and Physics and they work side by side with the men, on what may be called an amazing equal footing. They are well dressed, fashion conscious, and war conscious. Most of them have a man in the service and an engagement ring to remember him by.

They work in street clothes . . . not the little cotton numbers we wear on the work bench . . . protected by a laboratory smock. I have seen none of them in slacks, though well-tailored slacks would seem quite appropriate. Several of the girls on the assembly jobs wear them, and they look well dressed. This, indeed, is where slacks belong and I am surprised that they are the exception and not the rule. The best looking ones are well-pressed flannel, worn with a sports jacket, tailored shirt and suspenders. The sports jacket is replaced with a smock, and the effect is rather Chinese and quite nice.

It is good to see an improvement in the appearance of the girls who are making money for the first time in their lives. The first week or so they look shy and sometimes poorly dressed. But a pay check of your own helps, and after the third week you see well-groomed hair, fresh cotton dresses, careful makeup. There's no better place than in a crowd of girls to learn new tricks in good grooming. I've watched the shy ones blossom into quite glamorous people because they copy a new hair-do, makeup or clothes of one of the older girls. They wear leg makeup and paint their toenails and display their feet in toe-less strap play shoes. A whole piece could be done on the shoes girls wear in the factory. They are more beautiful and have more variety, on the whole, than the shoes of any other working girls I've seen. One girl wears black linen toe-strap sandals with platform soles, pink toenails and a black and pink cotton dress. Her suntan makeup, for face and legs, is frankly out of a bottle.

Always there are flowers in the hair, or barrettes, or bows. I wear my best gold ear clips to hold up my hair at the sides, because with a flower I feel, as one girl said, like a Mother's Day box of candy with a pink paper carnation.

The three foreladies in our factory dress in excellent taste, and apparently use their fashion sense, as a smart school teacher does, to help them with their problems of discipline and respect.

You might expect a woman executive with the unattractive title forelady to be stout, stern and elderly. Quite the reverse is true. These three, as I've mentioned before, are young, pretty and very well liked by the girls. We have only one in the training room (the other two are on the fourth floor final assembly jobs). The girls call her by her first name, and there is every evidence that they respect her authority at the same time they genuinely like her. On pay day one of the girls accidentally tore a worn dollar bill in two places as she counted her money. With a devilish sparkle in her eye she called the floor lady over and asked her if she had "change for half a dollar." But our pretty boss has learned the tricks long ago, and was very sorry she didn't have change for half a dollar!

I asked these three young executives how they happened to be foreladies. They told me with a great deal of pride and enthusiasm how it happened. One day the foreman called them over from the work bench to say it had been decided to try girls as supervisors of the workers on the floor. Would they like the chance of being the first "floor ladies" the factory had employed? They would indeed, and have lost none of the enthusiasm of that first answer. They are studying their jobs from both the scientific and the personnel angle, but I am sure their greatest value to their employers is in their ability to work well with the girls. They are young enough to be tolerant, and they can do more with persuasion than an older woman could do with force. I think the title should be changed from forelady to "No. 1 Girl"!

Good personality has very high voltage in this factory. I imagine it is so in all modern industry, and if you'd stop to study out the great improvements in factory work since Lucy Larcom's day, as much could be traced to the education and personality training of the employer as to the labor union of the employee. The boss with a smile, well pressed clothes and the talent of making people like him and work WITH him is one of the greatest assets on the production line. And you find this very American quality of good personality every place here. If you want to know what makes Americans the world's most likeable people, you'll find your best laboratory for study in a factory.

Tomorrow I'll get back to the copper wire job.

SMOOTH SUSAN TAKES A WAR JOB

~~23~~ 23 7-23-42

Factory Workers Should Be Greatest Thinkers

By NELL GILES

For eight hours a day, six days a week, you sit and do the same thing over and over. Time out for lunch and for two short relief periods during the day. At first, you are absorbed in the technique of the job, and then as you get up your speed, the technique becomes automatic and you reach the stage of dual control. Your hands are doing one thing, and your mind is off grazing in the country.

It was during one of these grazing periods today that I began to wonder about copper wire as fine as this that I am scraping, soldering to a lead and taping. How is it made? How can it be as fine as this?

One of the "technical boys" walked by just at that point, and I asked him if he would explain how copper wire is made. It is one of those fabulous stories from the Never-never Land of science and industry, which I am just discovering, and the plot, action, and characters are as good as anything you'll find in fiction.

A block of copper weighing 220 pounds and a quarter inch thick is put into a machine whose inside is a hollow cylinder. At the end of the cylinder is a "die," which is a cutting tool, made of diamonds. As the block of copper is pulled through the cylinder, the diamond die cuts down its thickness.

Time after time, the copper block is drawn through the cylinder, each time becoming thinner and longer, like a piece of taffy which is pulled from a thick lump to a thin rope. In the case of this wire I am working with, each pound of the 220-pound block of copper becomes 75 miles long! . . . and its quarter inch thickness is thinned to .00125 of an inch.

* * *

It seems to me that factory workers should be the greatest thinkers of all time. Once you've mastered the technique of the job, so that your brain doesn't need to tell your hands what to do each time, there is honestly nothing to do but think. Your mind slides into a beautiful vacuum of space, cool and green, and with the most ideal conditions for development. There is rhythm, peace and no interruptions. In what other career does the mind have no telephone to answer, no letters to write, and nothing to sell!

* * *

I have more news to report from "S. M. R.," who works in a munitions factory in Connecticut. The contrast between her life as a temporary resident of the town where she works and mine, as a commuter, is interesting. She says:

"I do not live with other factory girls. Unlike most who are not natives of this town, I came here alone. (Practically each girl comes with a friend and the two live together.) I room alone in a cottage where four of the six roomers are defense workers in various plants.

"My greatest problem is lunches, as I have no facilities for preparing my own. I enjoyed the lunch suggestions which your readers sent you just the same.

"In my department are over 100 girls, most of whom I already know quite well. Thus far, I have found only a few college graduates. The girl next to me, whom I thought to be about 18, turns out to be 23, a local high school teacher of Spanish and Italian.. Two other girls in the department are former school teachers. One girl was a nurse . . . one young man a commercial artist. An outside guard is a Harvard graduate. I have found a teacher from Iowa spending her Summer vacation working here.

"Your work really sounds much more interesting than mine. Mine consists of rapid, but accurate pushing of .30 calibre cartridges (loaded) into a gauge which measures length.

"I have yet to see a defense plant in this part blacked out. Surprising isn't it?

"I really envy your 45-minute lunch period. Ours lasts all of 20 minutes! Then we have a 10-minute rest period, which most of the other departments do not have.

"I agree with you on the impossibility of having a normal social life. We crowd ours into two weeks out of every six . . . that is, the 7 to 3 o'clock shift. Some day, I may adjust myself to an occasional date on the 11 to 7 a. m. shift, but it would be a mighty early date! We do have a day off each week. Today was mine, and all I accomplished was to acquire a scorching sun and windburn. The day off comes one day later each week. Today is Wednesday. Therefore, next week I shall have Thursday. When the turn arrives on Saturday, Sunday becomes automatically included. Thus, I can go home once every six weeks."

Our interesting correspondent doesn't tell us how factory life has affected her good health. You may be amazed to hear that in these last five weeks of working eight hours a day at the factory (and please let me dispel any skeptical illusions you may have that I am not actually doing the work!) plus an average of two hours a day at the Globe, to write these articles, I have gained four pounds, have never felt better in my life, and for the first time, my arms are out of the unattractive "string bean" class! When war production reaches its peak next year and possibly you, too, are out here on the bench, you can look forward to this as one of the healthiest times of your life!

Tomorrow: I'll tell you about salvage and spoilage problems.

SMOOTH SUSAN TAKES A WAR JOB

24 7-24-42

Even the Floor Sweepings Saved

By NELL GILES

On the second floor, in the subassembly department, there is a large poster hung from the ceiling which shows in dollars the daily and weekly loss from "spoilage." Also is shown what this amount of money would buy in bombing planes. Here is the most dramatic presentation of the greatest problem of any war production factory.

"Spoilage" is material which must be discarded because it is not 100 percent perfect. For example, a coil which shows no registry of electricity on the Ohm meter is spoilage. Several things can be wrong with it—the wire may be broken; or the joint may have been cold soldered, instead of hot soldered. As I've mentioned before, the soldering process by which the fine copper wire is joined to the lead which makes the electrical connection between the copper wire and the instrument is the trickiest of all single operations in the making of precision instruments.

In some cases, "spoilage" may become "salvage." For example, the little metal pieces in the machine shop, in which I drilled the wrong hole, became salvage because it happened that they could be used in another instrument. The metal chips which fly from the holes drilled in the machine shop are all salvaged. Even the floor sweepings are saved. Each operator must clean her own machine at the end of every shift, and she is given a small brush to sweep the metal shavings into a box and then throw them into one of the three large cans marked for the separate metals. It's a good thing that brass, copper, and aluminum are fairly easy to tell apart. The metal, incidentally, is not really aluminum, but a lighter weight material which has been perfected since the war.

The future of aviation, it seems to me, will be the greatest "salvage" of the war. Some of the instruments we are making are so fantastically close to being human it would make your hair stand on end if I could tell you about them. Naturally, no one out here discusses or pretends to know anything about the little secrets which make American planes the best in the world. Our instruments help in great measure to make them the best, but you don't hear Mary or Joe or Susie talking secrets.

* * *

I notice another salvage problem being solved in the training room. In the process of "taping a coil," resin mixed with alcohol is used to clean the wire after it has been scraped and wound on the lead, and shellac is used to fasten the paper tape securely around the completed coil. These two—the resin and alcohol mixture, and the shellac—are very carefully used so that none is wasted. We are given two small opaque white jars for the day's supply at the work bench. Any left over at the end of the shift must be poured into separate bottles and saved. These large bottles are stored away for future use, in case the Government's supply gives out before the end of the war. If absolutely necessary, they can be thinned down and used again. (The air thickens them.) Both these materials are on the priority list, and shellac is especially valuable because it is made only from the Lac bug of India (and not from old records!). Shellac is the perfect glue for precision instruments because it is not affected by changes of temperature or air pressure and because it protects the coil at the same time from electrical breakdown.

Fresh supplies of resin and alcohol mixture and of shellac are kept in fat Chinese red-enameled kettles. You'd want one for your kitchen if you saw them on the shelves of our neat supply cabinet. I've wondered all week if our lady boss had anything to do with selecting a design and color so gay.

* * *

Little can be done to salvage the material used in a "spoiled" coil. The copper wire can be melted down again, but it is time and labor which have been lost, too, and these are as priceless as the material.

The pressure is put on the operator to stop the spoilage, since in nine cases out of 10 waste is the operator's fault. Every department is posted with signs and slogans urging care. Here's one from the training-department wall: "It may be only a broken wire to you, but think of the plane that may not come through!"

Of course there are numerous spoilage problems which exist no matter how careful the operator is. I'll never forget a night in the Rotor Room, when Ethel and I were working like mad to beat our past production records, and the inspector came around to look at our finished rotors under the magnifying glass and discovered that most of them were cracked! Ethel had done her job as she always does it. I'd done mine the same way. The powder was the same, the measurement the same . . . all conditions were the same, but the rotors were cracked, nevertheless. And all that can be done with a cracked rotor is to pulverize it and start all over.

There are many "headache" jobs in the making of anything which must be 100 percent perfect and which involves so many different people before the thing is completed. A precision instrument is either 100 percent right, or 100 percent wrong. And how can you tell whether it was the humidity or the operator or the material which discards it to the "spoilage" pile?

So, while you're busy saving kitchen fat and grease, we're busy saving our metals. And that puts all of us right where we belong . . . . on the production line.

SMOOTH SUSAN TAKES A WAR JOB

25

7-25-42

The Difficulties of the Graveyard Shift

By NELL GILES

Some factories call this the "dead men's shift," and I can see what they mean. You start at 11 at night, fresh as a cucumber sliced on lettuce; you've had sleep, and a long, cool ride to work. You get past midnight and then watch the clock creep toward one. By 1:30 you reach your first fatigue period, which hits you in the eyes with a nasty slap. Your lids sting, and you know if you close them for one second, you're a dead man! . . . dead asleep. You wash your face with cold water and spend 10 minutes of your precious 20-minute relief trying to wake yourself up, and then the more experienced girls tell you that when you're smart you learn to hoard the 20 minutes until 3:30—which is twice as deep a slump as the one you're in now. And so you learn.

There are just four girls on this "graveyard" or "dead men's" or "swing" shift, and tonight, through the kindness of the foreman, I was the fifth. It isn't that the foreman thought me too young (you must be 21) to risk it, but that there are no other coil tapers on this shift. The four girls are all winders. If I wanted to ask a technical question, there would be no one to answer. But I assured him I'd do the coils slowly and so accurately that even a microscope couldn't find a mistake. The whole night through I taped 36 coils, which is little more than the average experienced girl does in an hour. The boys in the Air Force can't say I'm helping to rush forward material for a second front, but at least these coils will never let a plane down, without warning!

People are quite right when they say night workers live upside down lives.

Marjorie, who lives not more than 10 miles away, slept from nine this morning until five this afternoon, ate one meal today, and doesn't know what to call it. It happened at an approximately normal dinner time, but it looked more like lunch, and then what about breakfast? Marjorie wants to know if you can call a glass of orange juice at three in the afternoon "breakfast"? It's always been her favorite meal, but now she doesn't seem able to fit it into her life! She always ate breakfast at seven in the morning, but now that's the time she's going home from work. And it isn't breakfast you eat when you go home from work. Yet, she isn't hungry enough for dinner, because she had dinner between 3:30 and 4 o'clock in the morning, and besides, if she ate much now, she couldn't sleep.

Helen says it would be no problem to sleep in the daytime if you could live in a vault. But Helen lives close to a shipyard and a riveting machine isn't much of a lullabye. She stuffs cotton in her ears and puts a black cloth over her eyes and lets it go at that. Helen says you can always count on the phone ringing about three in the afternoon, because your friends think you've had enough sleep by that time. They visualize you as a "lucky old thing, sleeping your life away all day!"

But count it up by the hours. You leave the factory at seven. You get home by 8:30. It's nine o'clock before you can possibly get into bed. If you go to sleep instantly and don't wake up until three in the afternoon, you've had just six hours sleep, and don't count on that. There are the street noises and the neighbors and your family. At least twice you are wakened with a start, and have to begin all over again: finding the place in the pillow which is softest, adjusting the cotton in your ears, retieing the black cloth around your eyes. By that time the afternoon sun is beaming in the windows and you give the whole thing up.

The lunch I brought in a brown paper bag for tonight was my usual seven and six . . but I discovered that even the lunch of the graveyard shift is different! My cold roast beef sandwich was much too hearty and much too cold . . the other girls shared their hot soup and milk and fruit with me—and how it hit the spot. Remember, if you have a little night shift factory worker in your home that the lunch basket must be filled with something light and hot.

A man named Dr. Kleitman, who is a professor of physiology at the University of Chicago and an expert on problems of sleep, has worked out some suggestions for the war industries which are on a 24-hour schedule. Dr. Kleitman says the three eight-hour shifts should be spaced this way: Noon to 8 p. m. . . 8 p. m. to 4 a. m. . . and 4 a. m. to noon. In this way, all three shifts would have a sleeping time which is much closer to normal. The noon to 8 p. m. shift would be perfect for young, single workers who want more time for recreation; they'd be free until 1 or 2 in the morning and could sleep until 9 or 10. The 8 p. m. to 4 a. m. shift would be ideal for older people who could sleep until 1 in the afternoon and have their early evenings free. The 4 a. m. to noon shift would leave afternoons for recreation and the worker could sleep from 7 until 3 in the morning.

But ths leaves too little time, as I see it, to get to work. And that's the factory problem I'll tell you about tomorrow.

SMOOTH SUSAN TAKES A WAR JOB

25 26 7-27-42

Place for Everything Everything in Place

By NELL GILES

I'm settled down for a while on the second floor actually doing what the training room taught me last week. Please don't think I'm an expert taper after a short week's training! I have only the basic technique, and need months of practice to polish me into someone half as good as the tapers who are still in the learning process in the training room. But from now on, it is up to me to pick up speed.

There are about 10 girls on this shift, which is 3 to 11 p. m., and these 10 are equally divided between the two main jobs done on this sub-assembly floor; taping and winding. Winding comes first, and is an interesting domestic contrast to the machine shop jobs on the first floor. There are bobbins much the same as those in your sewing machine, and the girl who does the winding threads them with fine wire and sets the machine. The rest is automatic up to a point, but requires careful watching. The girl is still the brains of the machine.

If the fine wire breaks, the coil winding must be discarded . . . and the wire does break very easily! On some machines, two coils are wound at the same time, and on others, four. A small register shows the number of turns the wire takes around the coil piece.

It is quiet here . . . so quiet we can hear ourselves talk. The light hum of the winding bobbins, and the drills singing into the metal downstairs are good background music.

Downstairs there is constant singing, but here there is talk. One of the girls is a good story teller, and when she's in the right mood, gives up a blow by blow account of one of the pulp thrillers . . . love, death and terror by the yard. I'd like to make a killing with "Assignment in Brittany" by Helen MacInnes, but it isn't my turn.

One girl at our work bench is French, so we have a short lesson at the beginning of the evening in proverbs, and the French girl compliments the accent of the girl who learned to roll her "r's" in school. The French girl once tied ribbons in a greeting card factory, and her hands have a curled finger daintiness which she's never forgotten. She likes this job better, she says, and the "girls are nicer."

About 5 o'clock one girl took a short relief from the work bench to start supper cooking. It was corn on the cob tonight . . . three ears apiece, with plenty of salt and butter. Since there are so few on this second floor shift there is always a community supper, bought on the way to work by one girl and never costing more than 10 cents each. In addition, you must bring what you want to drink. Tomorrow night, the menu is hot dogs, and the girl who does the buying wrote down BEFORE supper how many dogs each girl wants. (AFTER supper, the count would be inaccurate!

It's strange that hardly anyone brings coffee. I suppose it takes too long to make it fresh. Some bring it cold in a bottle and heat it up, but that somehow lacks the good smell! Most girls buy a cold bottle of tonic at a store along the way; some bring milk in a thermos. thermos.

There are three shifts on this floor; 7 a. m. to 3 p. m.; 3 to 11 p. m., and the "graveyard" shift, from 11 p. m. to 7 a. m. I'm doing that one tomorrow night.

Preparing for the next shift is part of the job of the preceding one. Each girl must leave her place at the work table ready for the next person who sits here to do the same job after her.

So, about 20 minutes before the shift is up, we empty what's left of our working materials into the salvage bottles, clean up the little containers and have them ready for a fresh supply, change the cover on the table (always paper), and fold the soldering iron cloth to a clean place.

Our two feet of space at the work table is a model of neatness. The position of each thing we work with has been planned by the methods department, with study. Even the cord of the soldering iron goes this way and not that, because it is easier to work with and takes up less room. All supplies are arranged in straight lines, and not in diagonals. Try that at your own work table and see how neat and orderly are your days! "A place for everything and everything in its place" is not just a motto from a Puritan sampler. It's an efficiency slogan from a modern factory.

Tomorrow—I'll tell you about the graveyard shift.

SMOOTH SUSAN TAKES A WAR JOB

27 7-29-42

Gas Ration Vital to Factory Worker

By NELL GILES

The distance you live from work is the most vital statistic in your life as a factory worker. It determines the number of hours you sleep, the time you have to play, how often you can go to town to spend your money!

If it were possible, all the girls would live in this factory town. Most of them do. For some, it's a 15-minute walk to work. But for hundreds of others, getting to work is a matter of driving for miles.

One girl lives in Haverhill. She gets up between 4 and 4:30 in the morning, is lucky if she has time to eat enough breakfast, rushes to dress and meet her "ride" in time to get her to work three minutes early. Barbara has spent her noon hour for the last month looking for a room to rent near the factory. But the rooming houses and the private homes are filled to capacity. Not a chance has Barbara of finding that "nice little room near work" which would give her time for sufficient sleep and recreation.

One girl lives in a trailer camp . . . and I'm surprised there are not more houses on wheels for this concentrated form of life. As a girl in the rest room said the other day, "All we do is sleep and work!" with some disgust, and you can see her point, but isn't it what everyone is doing these days? Never have we seen the importance of physical fitness and especially of sufficient SLEEP more than now.

You try nothing more strenuous than eight hours of sleep and eight hours of work, leaving a slight margin of eight hours for life and transportation. And you'd be amazed at how fast those marginal hours vanish on the cuff! There's always something you hadn't counted on, and then in my case, transportation alone takes three hours a day, and I am not an exception. You can see that it is sensible to give in quietly and not try to see all your friends or be a social butterfly on the side.

You can imagine, then, how "gas rationing," to a factory worker, is business pretty vital. He doesn't waste any of this precious liquid time on pleasure riding. He needs it all to get him to work.

If you have a "ride," you must fill out your name, address and the number of miles you go on a gasoline ration form, which is a sheet as involved as an income tax return. Otherwise, your "ride" will not be able to get the gasoline he needs.

You're lucky if your "ride" has a radio in his car. It's wonderful to hear music late at night when you're tired, and it's good to hear the news. We always wished we could hit KGEI on the dial . . . that short wave station which broadcasts from San Francisco right down to the quick of Japan's nerve center. But you can't do much about short wave stations in an automobile radio, even if you're hunting at the right time.

By far the majority of people who come to work on wheels ride the subway and street car and bus to get there. Our factory has arranged to have the bus come right to the gate for us, taking us from work home. And what a help to find that big, safe, yellow bus waiting late at night!

I don't know how you've found transportation, since gas rationing has set in, but we've had no complaints on the efforts of the bus company. When the shifts change, the buses are bound to be crowded. But they run frequently, and they're clean and comfortable. I think the situation could be much worse!

Tommorrow—I want to tell you about love in our time—a piece about "war widows."

SMOOTH SUSAN 28 TAKES A WAR JOB

7-31-42

Men in Service Can Be Proud of Girls

By NELL GILES

A girl named Betty bought two cans of Boston Baked Beans the other day to send to her Air Corps Man in Colorado. She spent 74 cents postage, but it was worth twice that, says Betty, because her Johnny is crazy about beans, and in Colorado he never has them. It's something about the atmosphere that makes it impossible to cook a decent bean. Any K. P. at Lowry Field will tell you the same thing.

Another Air Force girl, who sends letters to a sergeant, "destination unknown," keeps the New York postmaster busy forwarding mystery novels. Tobacco and candy are good, yes . . . but he can get those impersonal things from the girls he doesn't know !

Love is a problem when it's reduced to a postgraduate course in correspondence . . . and how much more difficult when you don't even know your correspondent's address!

A letter becomes worn and ragged from being read so much. It's smeared with machine grease or shellac or rotor dust . . . depending on where you work . . . before you replace it in your bag with a new one. I've seen girls snatch out letters for a quick look at that last sentence more times than one.

If a girl doesn't hear from her man overseas for a long time, the whole factory knows about it. She is comforted by the other girls and is even offered their own letters to read, if that will help. One girl, who hadn't had a letter since March, suddenly got one the other day. The news spread like a war extra. The girl who told me about it didn't even know the "war widow's" name . . . she was just "the girl who hasn't heard since March." . . .

Everybody knows whether you're "Army" . . . "Navy" . . . "Marine" . . . "Coast Guard" . . . or "Air Force." If you're Air Force, what is he—a pilot, a bombardier, navigator or just part of the ground crew? It's much better if he's a pilot, though if yours happens to be over the age limit and is therefore a bomb-shooter or part of the ground crew, the girls wil comfort you by saying, "O, well, it takes all kinds to make a world!" Secretly, you may have your own ideas on what it takes to make a world, but it's better to let that stand. After all, a pilot does do the driving, and the instruments we make are for him.

I think our men in the service would be very proud of these girls they left behind them. As far as you can tell by the lunchroom conversations and the incessant talk as the work bench, there's very little sitting under the apple tree. As a girl from a mill town in Maine said, "What the heck. . . . I do nothing but go to work and go to sleep . . . but what the heck . . . so does Al. But he's in Australia!"

The young wives are taking long week-ends before their husbands leave for camp. You hear more of them every day planning a short, last holiday and the things he likes to eat. Few girls are left in a normal world where a man is here today and here tomorrow.

If it was ever true, it is today, that absence makes the heart grow fonder. You hear the same thing from dozens of girls. . . "Now that he's gone, I think he's wonderful!" And so the letters get thicker and thicker, and the writer, like a good author, builds up the plot. If you weren't in love with him in person, you are on paper. It may be the real thing, or it may be because everyone else has a letter to show and talk about. Girls function this way, as you know, and factory girls are no different than anyone else It seems to me a good thing—this correspondence course on love. Everybody agrees that good letters make good soldiers; perhaps they also make good girls. Perhaps letters even help to make love in our time more sincere than it appears on the surface. When you must sort out your thoughts and put them down in writing, you discover new things about yourself. And a man far from home discovers what he's fighting for.

TOMORROW—I'll tell you how your special talents will fit in at the factory.

Defense
1 Human Interest

July 31, 1942.

Miss Rebecca G. Smaltz
315 North 12th Street
Philadelphia, Pennsylvania.

My dear Miss Smaltz:

I am sending you this S.O.S. to ask your cooperation in several ways, if possible. I hope I may not sound too overwhelming in my requests, but any help you can give me without undue trouble to yourself, will be gratefully received. Of course I do not want to divert your effort from your regular job, but just to cash in, as it were, on any by-products of your investigations and interviews.

First, we have been asked by the Bureau of Intelligence, Office of War Information (the over-all information agency recently set up under Elmer Davis, you know) to assist by "regular reporting on current trends and special problems as they affect women, reports of community surveys, and excerpts from regional reports. Listings of foci of current major tension or anticipated future tensions as they relate to women and the war would be of great help." We were told that any materials designated confidential would of course be treated as such. The data are requested, not for publicity purposes, but to help Mr. Davis to shape policies that would help in promoting war production. Any items that you could send us as to trends for women or their difficulties in regard to employment would be helpful for a weekly summary we are supposed to compile for this purpose.

Second, we are very eager to get human interest stories about women in war industries or any other war employment, to be used by us for various purposes. For example, a week or so ago Miss Anderson made a policy statement on the hiring of older women. To illustrate her point that older women are an excellent source of labor supply for many war jobs, two short human interest stories were used. The release is inclosed with this letter.

It made an excellent impression on news and radio people who called for more incidents and stories. As you know, the public is quickly interested, entertained and impressed by news which is personalized. For this reason I would very much appreciate your keeping this in mind in making plant visits and interviewing individuals either in their homes or elsewhere.

Miss Rebecca G. Smaltz.

If you can pick up some "feature material" -- anything that would have an appeal to the average reader — we can use it in this office. It would satisfy a definite need in our contacts with the press, as well as in preparing speeches and statements for Miss Anderson.

I do not expect you to write the incidents up, as I will be glad to receive them in outline form. Ages, wages, and personal details or v iewpoints are wanted when possible. We are not interested in names. Any such material you mark for me in your regular reports can be copied here. Thus it is unnecessary to furnish a separate report to me.

Third. We are on the lookout still for photographs. We have a v ery good supply now of women and industrial processes, but we are glad to receive others that are interesting, also pictures of service rooms and safety measures. Photographs of older women workers on the job will be very valuable to us. Perhaps you can secure some from personnel directors or public relations officers or send us the names of persons to write to for pictures. Local newspapers often carry pictures we do not see for some time, so that if you send us clippings with the name of the paper, the town, and the date, we may be able to secure prints.

Sincerely yours,

Mary V. Robinson, director
Division of Public Information

MVR
erb

Encl.

Human Interest

July 30, 1942.

Miss Suzanne A. Wunder
Douglas Hotel
Newark, New Jersey.

My dear Miss Wunder:

I am sending you this S.O.S. to ask your cooperation in several ways, if possible. I hope I may not sound too overwhelming in my requests, but any help you can give me without undue trouble to yourself, will be gratefully received. Of course I do not want to divert your effort from your regular job, but just to cash in, as it were, on any by-products of your investigations and interviews.

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Sincerely yours,

Mary V. Robinson, director
Division of Public Information.

MVR
erb

Encl.

Defense
Human
Interest

July 30, 1942.

Miss Margaret K. Anderson
Kimball Hotel
Springfield, Massachusetts.

My dear Miss Anderson:

Thanks for your letter and enclosed newspaper clipping of several weeks ago. I appreciate receiving such items.

I am sending you this S.O.S. to ask your cooperation in several ways, if possible. I hope I may not sound too overwhelming in my requests, but any help you can give me without undue trouble to yourself, will be gratefully received. Of course I do not want to divert your effort from your regular job, but just to cash in, as it were, on any by-products of your investigations and interviews.

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Miss Margaret K. Anderson.

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Sincerely yours,

MVR
erb

Mary V. Robinson, director
Division of Public Information

Encl.

Defense
Human
Interest ✓

July 30, 1942.

Miss Elsie I. Wolfe
Burritt Hotel
New Britain, Connecticut.

My dear Miss Wolfe:

I am sending you this S.O.S. to ask your cooperation in several ways, if possible. I hope I may not sound too overwhelming in my requests, but any help you can give me without undue trouble to yourself, will be gratefully received. Of course I do not want to divert your effort from your regular job, but just to cash in, as it were, on any by-products of your investigations and interviews.

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Third. We are on the lookout still for photographs. We have a very good supply now of women and industrial processes, but we are glad to receive others that are interesting, also pictures of service rooms and safety measures. Photographs of older women workers on the job will be very valuable to us. Perhaps you can secure some from personnel directors or public relations officers or send us the names of persons to write to for pictures. Local newspapers often carry pictures we do not see for some time, so that if you send us clippings, with the name of the paper, the town, and the date, we may be able to secure prints.

Sincerely yours,

Mary V. Robinson, director
Division of Public Information

MVR
erb

Encl.

N. Defense
[illegible]

July 30, 1942.

Mrs. Carrie G. Hager
General Delivery
Plainfield, New Jersey

My dear Mrs. Hager:

I am sending you this S.O.S. to ask your cooperation in several ways, if possible. I hope I may not sound too overwhelming in my requests, but any help you can give me without undue trouble to yourself, will be gratefully received. Of course I do not want to divert your effort from your regular job, but just to cash in, as it were, on any by-products of your investigations and interviews.

__First,__ we have been asked by the Bureau of Intelligence, Office of War Information (the over-all information agency recently set up under Elmer Davis, you know) to assist by "regular reporting on current trends and special problems as they affect women, reports of community surveys, and excerpts from regional reports. Listings of foci of current major tension or anticipated future tensions as they relate to women and the war would be of great help." We were told that any materials designated confidential would of course be treated as such. The data are requested, not for publicity purposes, but to help Mr. Davis to shape policies that would help in promoting war production. Any items that you could send us as to trends for women or their difficulties in regard to employment would be helpful for a weekly summary we are supposed to compile for this purpose.

__Second,__ we are very eager to get human __interest__ stories about women in war industries or any other war employment, to be used by us for various purposes. For example, a week or so ago Miss Anderson made a policy statement on the hiring of older women. To illustrate her point that older women are an excellent source of labor supply for many war jobs, two short human interest stories were used. The release is inclosed with this letter.

It made an excellent impression on news and radio people who called for more incidents and stories. As you know, the public is quickly interested, entertained and impressed by news which is personalized. For this reason I would very much appreciate your keeping this in mind in making plant visits and interviewing individuals either in their homes or elsewhere.

Mrs. Carrie G. Hager.

If you can pick up some "feature material" -- anything that would have an appeal to the average reader -- we can use it in this office. It would satisfy a definite need in our contacts with the press, as well as in preparing speeches and statements for Miss Anderson.

I do not expect you to write the incidents up, as I will be glad to receive them in outline form. Ages, wages, and personal details or viewpoints are wanted when possible. We are not interested in names. Any such material you mark for me in your regular reports can be copied here. Thus it is unnecessary to furnish a separate report to me.

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Sincerely yours,

Mary V. Robinson, director
Division of Public Information

MVR
erb

Encl.

175

July 27, 1942

Mrs. David Honeyman
1728 S.W. Prospect Drive
Portland, Oregon.

War file

My dear Mrs. Honeyman:

The Secretary of Labor has asked me to reply to your letter of July 18th regarding women in shipyards. I am very interested in what you report about the Oregon shipyards.

There has been considerable interest in using women in shipyards and in some places women are beihg trained definitely to do a great deal of the work usually done by men, and the public vocational training authorities in some of the large shipbuilding centers have given this careful attention. The U. S. Women's Bureau has been consulted in this respect, and in addition the Navy Department has approached us with a view to making a survey of ship yards; we have not made such an investigation yet. In the meantime I feel the information we have about kinds of jobs which women can do, based on data gathered in the last war as well as current data on plants in war production now, can well serve as a guide for any discussion regarding women in shipyards.

First, as to definite information on the use of women in shipyards: On the East Coast, at Portland, Maine, women are receiving training to become welders and solderers in the Todd-Bath Shipbuilding Co. On the West Coast, at the Puget Sound Navy Yard, where our agent made a quick tour of the shops last summer, there was the general feeling that women could be brought in; I am enclosing her statement, together with opinions of others she interviewed; you will note women were used in the last war on some of the jobs, but for one type of work were not successful. (By this time, there may be women already employed there). The Mare Island Navy Yard is using women as mechanics' helpers in various capacities. One of our field supervisors (other than the agent mentioned above), who talked with officials and authorities in southern California and at San Francisco early this spring, had the following summary to give us when she was last in Washington:

> In the design departments and drawing rooms, women might be assistants and tracers, but the proportion would be small. In lofting, some women could be used. She did not think women could be used in fabricating and machine shops, in the assembly of ships in the yards, or in outfitting the ship - all these were too heavy, too unsuitable. She thought women might be used to some little extent in the warehouses and stores in the largest yards where some tools might be light enough for them to handle.

In the private shipyards, I do not think the numbers of women would be great, even if women are taken on as a matter of policy, as the work is too heavy or requires years of apprenticeship training. Most men in shipbuilding are older and are beyond draft age, so there may not be much need to have women replace them. I am speaking, of course, of hull work and shipfitting.

Private shipyards sub-contract some of the work, and women are found in many of the small shops manufacturing parts for the ships, and in shops where sub-assembly work is done. When I was in Portland in March, for instance, I visited one of the electrical shops which was furnishing switch boxes and control boxes for ships up and down the Coast, and these were entirely made by women.

The information enclosed about the kind of work women are doing in plants in various parts of the country ("Typical Operations on which women can be employed more extensively in war production") bears out the opinion of Mr. Mc McCarthy and Mr. Lake that women could do the electrical jobs in the ship industry. Women have always been in certain divisions of the electrical industry, so far as peacetime industry experience goes, and their employment now in electrical work for ships could be naturally expected.

As to the union situation; We have, on our staff, a consultant and adviser, employed full time, and working with the unions in an effort to bring about a change in attitude when local unions are opposed to women coming into certain jobs in a plant. So often we find that top officers in the unions, because of their wider contacts and more comprehensive understanding of conditions, take the favorable attitude that Mr. McCarthy and Mr. Lake do - but it is another matter to get it interpreted to the rank and file of union locals. This opposition is based, rather naturally, on a feeling of self-preservation, of wanting to keep the jobs for themselves, and not only for now, but these men have a concern over the readjustment that is ahead when the war is over.

The Women's Bureau is working and concentrating its efforts on an orderly induction of women into various war industries. We are endeavoring to have the rate of pay set for the job and not for men and women separately. Where a rate differential based on sex exists, we are trying to get the unions, in their negotiating of contracts, to lessen this "spread", if they find it not possible to wipe it out entirely. I enclose a statement issued jointly by government officials here in Washington regarding this question of rate of pay based on the job itself.

Where there has been occasion and opportunity for our agents to interview management officials of a plant, we have been told that women are giving an excellent account of themselves, that their production record is surprising, they are efficient, and their output meets the schedule set.

Your specific question as to advice on how to get women more quickly into the factory employment picture belongs more properly with the War Manpower Commission, as that is the government agency going into the whole question of labor supply and training, and having wide power in this field. In the last analysis, however, it has been local circumstances that govern the change-over of men to women. Where the labor supply of men over draft age is sufficient, or where it is believed that the men already employed will be able to secure occupational deferment, interest in employing women (and in getting some trained in advance) is not very momentous. As you know, some jobs have already been put in a "priority" class. Quite separate from the question of replacing men with women, is the situation in a plant where additional employees are to be hired, and in such a case many employers are giving women first consideration so as to have a stable working force for the months ahead.

My definite suggestion would be for you to discuss the Oregon shipyard situation with the U. S. Employment Service officials in your State. Their knowledge of all factors operating in that area, together with policy decrees issued by the War Manpower Commission, would form the best informational basis on which to start a campaign for more women employees in the shipyards.

I am returning Mr. McCarthy's letter, and the newspaper clipping about Admiral Fisher.

Sincerely yours,

Mary Anderson, Director

Enclosed
Typ. oper.
special typed 2-page statement
on northwest. women in shipyards
mimeo list of pub.; calling attention to p. 4-5
where WB war reports checked

July 28 - RFN mailed
release July 18, + older w workers
Chicago speech
Sp 1, 2, 3, release on #5
MTM speech

RFN-EChristman
EC

Miss Anderson said not to put her on mailing list,
as above material will indicate what we have out.

ROUTING SLIP

SECRETARY'S OFFICE

To—

Robinson

[✓ Miss Anderson]
Mrs. Beyer
Mr. Demorest
Mr. Dodson
Mr. FitzGerald
Mr. Gardner
Mr. Hinrichs
Miss Jay
Miss LaDame
Miss Lenroot
Mr. Lubin
Mr. McComb
Miss Perkins
Mr. Smith (Personnel)
Mr. Steelman
Miss Thompson
Mr. Tracy
Mr. Walling
Mr. Zimmer

WOMEN'S BUREAU
JUL 21 1942
DEPARTMENT OF LABOR

Prepare reply for Secy's sig.
[✓ For direct reply]
Furnish Secy. with copy of reply
For attention
For your information
For memo
For approval
For initials
For file
For signature

Return to: ______________________

Remarks: ______________________

Mrs. David Honeyman 1728 S. W. Prospect Drive Portland, Oregon

July 18th.
1942

To Miss Hughes for reply

Hon. Frances Perkins
Secretary of Labor
Department of Labor
Washington, D.C.

My very dear Frances:

First how are you? And don't forget to tell me. Do you recall my writing you about a Mrs. Maude Thames who was the originator of the plan for mobilization of women in Oregon? A complete registration was made over the entire state and it is from these lists that women are now being called to help fill the labor shortage in various fields.

You know Mrs. Thames gave the aggenda to Mr. Stoll who took it to Washington where it was approved and I think some machinery was set up to carry out the idea. However Mrs. Thames was left completely out of the picture both here and in Washington. It was kind of a mean trick as she had worked on the idea for many years and concentrated on its full completion for the past two years.

Now comes another chapter on women in industry. Enclosed is a letter addressed to me by F.J. McCarthy who is an electrical workers supervisor at the Oregon Shipyards (Kaiser Shipbuilding Co.) Also a statement made here recently by Admiral Fisher when he was in Portland to award the Navy E Pennant to the Electric Steel Foundry Co. It seems to be a growing realization that more women will have to be put on in these industrial plants.

The situation today in the Oregon Shipyards is this. There are about 25 women employed in the electric shops doing work that requires finger dexterity and which they do far better than men. To date there are three women welders. I believe this small number are all widows of service men. In connection with service men it would be a great help to those with families if the wife could augment the income where the husband is doing his military service.

McCarthy and Lake, who is the head of the A.F. of L. Electrical Workers Union both feel that there are many men in this shipyard alone who are doing work which could be done by women and which would release men for heavier work. As there is a shortage of labor this would relieve that situation. For instance there are some 250 men now working in the shops on work women can do--repairing wire cords, fitting sockets, cable measuring (which is done automatically on a wheel), running time clocks, checking (now paying $1.00 per hour). There are not enough marine wiremen at Swan Island Yard so some will have to be drawn from the Oregon yard. Also women could feed the men for heavy setting.

AIR
MAIL

There are already training schools at the plant for the men so women could be included in them. It does seem to be the time that this potential force should be put into action,and once under way I believe it would go right ahead.

I am interested in the fact that the wish to push it ahead came from a man. McCarthy says that of course there are some superintendents and so forth who are opposed to having women employed there but he thinks even the management is leaning more to the idea,paritcularly when the President and such men as Admiral Fisher are in favor of it.

What is your advice on how to get it moving? Can your Department do anything to expedite it? I don't mean a direct order but perhaps a firm suggestion that these industries adopt such a policy. If there is a shortage of men for the military forces certainly this is a way to correct it. I know of a great number of men who are relieved of military service because they are defense workers. Of course the big pay is a great inducement but if we need men and women can do the work--what?

Well there it is for your consideration. Let me know what you think. also let me know if you are taking any vacation this summer and if you are coming this way within a reasonable length of time. I would so like to see you. I am getting along well here I hope,I hope,I hope and really think I am.

Much love as always from

Nan.

extra copy

C O P Y

2743 N. E. 29th Avenue
Portland, Oregon
July 11, 1942

Mrs. Nan Wood Honeyman
Y. S. Custom House
Portland, Oregon

Dear Mrs. Honeyman:

In a recent newspaper article the President said there are two million women through-out the nation that shall move into industrial plants, ship yards, etc., where they can be made useful during the duration.

I am in a position at the present time, as supervisor of one of the largest ship building organizations on the west coast, and feel it is my duty as a citizen of the United States to express my views and also to do my part to analyze and help perfect the President's wishes in the employment of these women.

In my daily routine of work I find there are dozens of places, even in the present plant where I handle the electric craft, and where we now have in our employ in the neighborhood of fifty women, that women could be used. There are so many types of work that these women can do, and do well, when properly trained when they come into our institution, such as repairing cords and equipment, taking care of electric stock room, stock cards and general inventory, handling tools and equipment of light nature to supply the workman when required.

Of course, there are a lot of things that confront the women where there is mass production going on - and I know the present company I am with would be willing to see they had the proper facilities, such as proper housing, sanitary conditions, and maintained in proper manner. They should be garbed in standard uniforms and instructed as to their duties. The greater part of the work they would be doing would not be in direct contact with men, however, they would be replacing men and doing their job just as efficiently.

I have been making quite a study of this particular situation for the past six months and realize we must conform ourselves with the problem of women replacing the men in a great many places but there are a lot of things to take into consideration in setting up these conditions.

I feel that you with your broad experience and knowing all the industrial plants in this location could present this to the proper source in Washington so we could get it operating all along the coast.

Altho I have a very fine position with the company I am with and am very happy with my work, having been in this business for forty years right here in Portland - I feel it is my duty to assist in getting it organized all over the United States and employ all the women the President had in mind. So if you can assist me in making contact with Washington, D. C. I will be very appreciative.

Yours sincerely,

F. J. McCARTHY (Signed)

G-19 PRINTED IN THE U.S.A.

TELEPHONE BOULEVARD 8400

CABLE ADDRESS "LASUN"

Files

218

LA SALLE EXTENSION UNIVERSITY
A CORRESPONDENCE INSTITUTION
MICHIGAN AVENUE AT FORTY FIRST STREET
CHICAGO

WOMEN'S BUREAU
JUL 27 1942
DEPARTMENT OF LABOR

July 24, 1942

War file

Miss Mary Anderson
Director, Woman's Bureau
U. S. Department of Labor
Washington, District of Columbia

Dear Miss Anderson:

I wrote you yesterday concerning a study I am making on the PERSONAL EFFICIENCY article of the replacement of men by women in office and supervisory work in these wartimes. In this connection, I wonder if you can send me a copy of the report of the conference held January 21 and 22, 1942 (WO 42) and the bulletin on the employment of women in the Federal government, which your bureau published.

Sent
7/27/42
RFm

I am not sure whether the latter bulletin is from the Woman's Bureau of the Department of Labor or from the Department of Education. If copies of either of these are available, I would appreciate your sending them to me.

Very sincerely yours,

E P Hermann

E. P. Hermann, Editor
PERSONAL EFFICIENCY

EPH
gem/Stenotypist

July 21, 1942

Mr. F. E. Kneip
Union Bag & Paper Corporation
Post Office Box 570
Savannah, Georgia

Mr file

My dear Mr. Kneip:

I am sending you a copy of our Special Bulletin No.2, Lifting Heavy Weights in Defense Industries, which contains our findings on weight lifting by women workers. The best results will be obtained by making all possible adjustments of the job so that lifting that cannot be eliminated will be arranged on the same level. Lifting from floor to work level or higher is much more fatigueing.

Also of primary importance is provision of physical examination to determine whether the individual woman can perform the heavier work without harm to her health.

Sincerely yours,

Mary Anderson, Director

Enclosure
MTM:ld

UNION BAG & PAPER CORPORATION
WOOLWORTH BUILDING
NEW YORK CITY

Address Reply to:
POST OFFICE BOX 570
SAVANNAH, GEORGIA

WOMEN'S BUREAU
JUL 6 - 1942
DEPARTMENT OF LABOR

July 2, 1942

Women's Bureau
United States Dept. of Labor
Washington, D. C.

Dear Sirs:

In order to counterbalance the loss of semi-skilled men being called for military duty we are anxious to build up a reservoir of trained women who would be able to take over should conditions become serious enough to warrant it. The job we are most interested in is that of a bag machine operator. The girls we would train are entirely familiar with general conditions surrounding the manufacture of paper bags.

Under present conditions the operator is required to keep a group of machines supplied with paper and paste, make minor adjustments and keep his work area and machine clean.

Before making any decision as to our method of approach to this problem we would like to make a study of all information now available regarding the subject. We are particularly interested in data regarding fatigue and physical limitations in connection with the handling of moderately heavy objects.

Any help you can give us would be greatly appreciated.

Yours very truly,

UNION BAG & PAPER CORPORATION

Kneip

FEK:dw

F. E. Kneip

Do you know that, in addition to the standard grades of grocery bags and sacks, Union's manufacturing facilities cover a complete range of "Specials"—from dainty transparent cellulose bags to rugged multi-wall sacks. "If it's a machine-made paper bag, call Union".

July 21, 1942.

War file

Miss Portia Merriman
1052 Devonshire Road
Grosse Point, Michigan.

My dear Miss Merriman:

The enclosed information on Michigan women in war industries is sent in response to your telegram of July 20. It is by no means exhaustive but I trust that from it you can select the material most significant for your broadcast audience. Also included are some general data on women production workers in the Nation which may be helpful.

You will note that plant or company names are not given unless the reference is a direct quotation from a Michigan newspaper. This is a necessary regulation at present.

The Detroit main office of the United States Employment Service (the address is in your telephone directory) should be able to supply you with last minute information not available in Washington. Doubtless you are already in touch with the Employment Service in connection with the proposed registration of 80,000 women for war production.

Your telegram was not clear in reference to "defense work." If you mean women in volunteer services, the Office of Civilian Defense will be glad to supply information. The U. S. Women's Bureau is responsible for the facts concerning wage-earning women.

If you need additional information which we can secure in time for your broadcast, please call on us. My best wishes for a successful program.

Sincerely yours,

Mary Anderson, Director

OG
erb

encl.

Material
Not in Gen. file
See Miss Gorden

CLASS OF SERVICE

This is a full-rate Telegram or Cablegram unless its deferred character is indicated by a suitable symbol above or preceding the address.

733

WESTERN UNION

1201

(15)

A. N. WILLIAMS
PRESIDENT

NEWCOMB CARLTON
CHAIRMAN OF THE BOARD

J. C. WILLEVER
FIRST VICE-PRESIDENT

SYMBOLS

DL=Day Letter
NT=Overnight Telegram
LC=Deferred Cable
NLT=Cable Night Letter
Ship Radiogram

The filing time shown in the date line on telegrams and day letters is STANDARD TIME at point of origin. Time of receipt is STANDARD TIME at point of destination

1942 JUL 20 PM 2 16

WE62 26 DL 5=EXTRA=DETROIT MICH 20 1225P

MISS MARY ANDERSON=
DIRECTOR WOMENS BUREAU DEPT OF LABOR WASHDC=

FOR PURPOSE RADIO BROADCAT OVER CKWL MAY I HAVE DATA OF WOMEN EMPLOYED INDUSTRIAL AND DEFENSE WORK IN MICHIGAN. THANK YOU=

=PORTIA R MERRIAM CHAIRMAN WOMENS SERVICE CORPS FITNESS PROGRAM FOR STATE OF MICHIGAN 1052 DEVONSHIRE ROAD GROSSEPOINTE.

1052 CKLW BROADCAT

THE COMPANY WILL APPRECIATE SUGGESTIONS FROM ITS PATRONS CONCERNING ITS SERVICE

273

OFFICE FOR EMERGENCY MANAGEMENT
OFFICE OF DEFENSE HEALTH AND WELFARE SERVICES
WASHINGTON, D. C.

Director
FEDERAL SECURITY ADMINISTRATOR

JUL 15 1942

list attached

Dear Mary Robinson:

According to the telephone request from your office, we are sending to you the list of the representatives of Federal agencies who are interested in recreation. We understand, that you wish to have this list in order to forward to them copies of your pamphlet on Recreation and Housing for Women.

Sincerely yours,

Mark A. McCloskey,
Director of Recreation

Miss Mary V. Robinson,
United States Women's Bureau,
Department of Labor,
Washington, D. C.

FOR VICTORY
BUY
UNITED STATES DEFENSE BONDS AND STAMPS

The attached letter also sent to the following persons:

Mr. Conrad Wirth,
National Park Service,
South Interior Building,
Washington, D. C.

Miss Katharine F. Lenroot,
Children's Bureau,
Department of Labor,
Washington, D. C.

Mr. Virgil Dahl,
American Red Cross,
18the and E Streets, NW,
Washington, D. C.

Mr. John Sieker,
Forestry Service,
Department of Agriculture,
Washington, D. C.

Mr. Howard White,
Federal Public Housing Authority,
Longfellow Building,
Washington, D. C.

Mr. G. Ott Romney,
Recreation Division,
Work Projects Administration,
Washington, D. C.

FEDERAL SECURITY AGENCY
OFFICE OF THE ADMINISTRATOR

ROUTE SLIP

Miss Mary V. Robinson
Women's Bureau -
From Mark McCloskey
Date 7/17/42
Remarks: As requested

Sent 190 Franks 8/19/42

Hold

U. S. GOVERNMENT PRINTING OFFICE 16—21490

D RECREATION REPRESENTATIVES

	Camp Edwards, Massachusetts
	Connecticut defense industrial areas
	Maine and New Hampshire
	Providence, Rhode Island
	Fitchburg, Ayer, and Lowell, Mass.
	Watertown, New York
	Mohawk Valley, New York
	New York City and Metropolitan area
	Region II Regional Office
	Regional Office, Philadelphia
	Regional Office, Philadelphia
	Norfolk, Virginia
	Washington, D. C.
	Baltimore, Maryland
	Fayetteville, N.C. - except coastal area
[illegible]	West Virginia and western Virginia industrial areas
Harry M. Wellott	Wilmington - North Carolina coastal area
Region V	
William G. Robinson	
~~Joseph N. Barnett~~	~~Ravenna, Ohio~~
Downing E. Proctor	Detroit, Michigan
Lloyd W. Reese	OHIO
Region VI	
William G. Robinson	
Joseph Barnett	Wisconsin
Edwin C. Jones	Chicago North Shore
Weldon B. Wade	Rantoul, Champaign and Urbanna, Ill.
Raymond A. Hoyer	Indiana and Louisville, & Fort Knox, Ky.
Region VII	
George Syme, Jr. (Acting)	
E. Leo Andrews	Jacksonville, Pensacola, Florida
Bettie Brooks	Spartanburg, Columbia, South Carolina
A. W. Garnett	Savannah, Hinesville, Ga. and Charleston, South Carolina
Quentin K. Hartke	Hattiesburg, Mississippi
Charles Graves	Nashville, Tennessee
James D. McKinley	Columbus, Georgia and Phenix City, Ala.
Mrs. J. P. Newell	Jacksonville, Florida
Raymond Novarine	Miami, Tampa, West Palm Beach, Fla.
Region VIII	
Helen Rowe	
Dean S. Collins	Omaha, Nebraska and Burlington, Iowa

REGIONAL AND FIELD RECREATION REPRESENTATIVES

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Harold L. Burk	Connecticut defense industrial areas
George W. Crader	Maine and New Hampshire
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L. H. Serene	Fitchburg, Ayer, and Lowell, Mass.
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Robert W. Cammack	Watertown, New York
Warren D. Pierce	Mohawk Valley, New York
Julian Rosner	New York City and Metropolitan area
Harry L. Thompson	Region II Regional Office
Region III	
J. W. Faust	
Wilmer G. Crowell	Regional Office, Philadelphia
John DaGrosa	Regional Office, Philadelphia
Region IV	
John I. Neasmith	
Philip Binford	Norfolk, Virginia
Robert Cubbon	Washington, D. C.
Maurice B. Field	Baltimore, Maryland
Robert C. Robinson	Fayetteville, N.C. - except coastal area
Harold J. Weekley	West Virginia and western Virginia industrial areas
Harry M. Wellott	Wilmington - North Carolina coastal area
Region V	
William G. Robinson	
~~Joseph N. Barnett~~	~~Ravenna, Ohio~~
Downing E. Proctor	Detroit, Michigan
Lloyd W. Reese	OHIO
Region VI	
William G. Robinson	
Joseph Barnett -	Wisconsin
Edwin C. Jones	Chicago North Shore
Weldon B. Wade	Rantoul, Champaign and Urbanna, Ill.
Raymond A. Hoyer	Indiana and Louisville, & Fort Knox, Ky.
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E. Leo Andrews	Jacksonville, Pensacola, Florida
Bettie Brooks	Spartanburg, Columbia, South Carolina
A. W. Garnett	Savannah, Hinesville, Ga. and Charleston, South Carolina
Quentin K. Hartke	Hattiesburg, Mississippi
Charles Graves	Nashville, Tennessee
James D. McKinley	Columbus, Georgia and Phenix City, Ala.
Mrs. J. P. Newell	Jacksonville, Florida
Raymond Novarine	Miami, Tampa, West Palm Beach, Fla.
Region VIII	
Helen Rowe	
Dean S. Collins	Omaha, Nebraska and Burlington, Iowa

Region IX	
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Elmer Ward Cole	Little Rock, Arkansas
Kenneth Osman	Fort Leonard Wood, Missouri
C. Philip Ross	Lawton, Oklahoma and Fort Smith, Ark.
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R. Warren Kimsey	Orange and Glaveston, Texas
Charles O. Lee	Shreveport, Louisiana
Addie Mae Leigh	Corpus Christi, Texas
Raymond Morrison	Palacios, Texas
Harrison G. Otis	Austin, Texas
Ralph H. Schulze	Texarkana, Texas and Alexandria, La.
Region XI	
Howard C. Beresford	
Ferdinand Bahr	Ogden, Salt Lake City, Utah; Cheyenne, Wyoming
John R. Batchelor	Huachuca, Arizona
Region XII	
Harry H. Stoops	
James W. Barton	San Joaquin Valley, California
Cecil M. George	San Francisco to San Luis Obispo area
Walter F. Hansen	Los Angeles, Calif., and environs
Townsend O. Hoagland	Puget Sound Area
Wayne Neal	San Diego and environs
Donald T. Orput	Oregon and Columbia River
George Vestal	San Francisco and environs

Others

Hubert Brown	Honolulu, T.H.
Paul Murphy	Caribbean Area
Paul Maholchic	Unassigned
James W. Geater)	Washington office and field on recreation for Negro service men and defense workers
Jesse Owen)	
Charlotte Moton)	
Alice S. Leslie	Washington office and field on recreation for women and girls

Physical Fitness

Harry Edgren	Chicago, Illinois
George Holstrom	Washington, D.C. and field
Harlan Metcalf	Nashville, Tennessee
Carl Nordley	Minneapolis, Minnesota

July 18, 1942

NAMES AND ADDRESSES OF REGIONAL RECREATION REPRESENTATIVES

Mr. Ralph A. Tracy, ✓
c/o Mr. John F. Hardy,
120 Boylston Street,
Boston, Massachusetts

Mr. Warren D. Pierce (Acting) ✓
c/o Mrs. Anna M. Rosenberg,
11 West 42nd Street,
New York, New York

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July 18, 1942

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July 18, 1942

SMOOTH SUSAN TAKES A WAR JOB

29 8-3-42

Average Factory Girl Saves Little Money

By NELL GILES

Sitting at a factory work bench, you'll hear more sound common sense than you'll always find around town. A girl in love has lost her man. Does she get sympathy and the soft answer? Not on your life. She gets the truth. One girl tells her she lost him because he's seen someone else he likes better; another girl says our chum didn't have him in the first place.

You'll hear the essence of truth about men, women and love in any place where girls are together . . . but here it is spoken out, not whispered behind the back of the bereaved. Here is the healthy candor of small boys dissecting and pickling a frog.

Any night in the week, I'd like to listen to the little French girl talk about love, money and the W. A. A. C.'s . . . three disconnected subjects, but all goor for an argument.

On love and money, Lil is not soft. Save your money for a rainy day, she advises. Watching the average factory girl spend $10 a week or so on clothes through the Summer, I've wished Lil could make a speech so all could hear.

Dollar for dollar, the average girl who works here (and makes more money than most white collar girls, incidentally) spends just about three times what the college girl spends for clothes. It's nothing at all to pay $8 for a nice little cotton number that she wears to work. (Where else is there to wear it?)

Lil would be the first to say that what a girl does with her money is her own business, but I've heard her offhand comments on money which would do credit to the financial ability of Mr. Morgenthau.

If you spend all you make, she says, where are you going to be when the war's over and you don't have a fancy job? That's just how W. P. A. projects get started, now isn't it? . . . Lil wants to know.

Listening to her sound French ideas on men and money, I've often thought it is for this the Free French get my vote. Practical as bread with a hard crust and green salad with salt.

The factory does everything to encourage the saving of money. There is a credit union in which anyone who works here may deposit any regular amount of pay. This is taken from your weekly earnings at your own request and may be withdrawn when you want it. The interest is good. Furthermore, it provides a place to borrow money at no exorbitant rate of interest.

Defense stamps and bonds are not pushed down our throats, but certanly we're reminded often enough through employees' campaigns, posters, and our own factory newspaper, and the result is that about 96 percent of the employees have invested in war savings stamps.

But still there is little money saved out of the average factory girl's pay envelope. Clothes and collections take most of it. Several weeks ago in another department a girl had a birthday. A collection was taken from the eight girls who work on the bench with her and from the fund these were the gifts bought for her: a pair of nylon stockings, a slip, a nightgown, a dollar bill, and a bottle of cologne from an expensive perfumer. One of the girls who contributed has two babies; another is being married soon; a third has a family to support.

As the college girl with an economics major said, watching all this: "It's wonderful to be so sweet and generous, but war savings stamps would have been a better place for the money. This, says the college girl, is no sane time to be generous over anything but the giving of your time and money and yourself to win the war.

If your idea of a factory girl is a thin little creature who looks downtrodden and underfed you're way off the beam, as my chums says. A factory girl in real life looks very much like Brenda Marshall, Anne Shirley or Betty Grable. She buys many of her clothes in the better Boston stores, pays as much for her permanents as you do, wears leg makeup and play shoes as glamorous as any you'll see in Harper's Bazaar. Most of her buying is done on the instalment plan, and she pays her rent by the week, forgetting that 52 weeks add up to more than 12 months. She doesn't always see her job as a war effort; sometimes it is just a job. Isn't it the same with you?

This is the girl you'll meet on the factory bench when you come here to join the second front. I almost envy you that refreshing first impression, sharp as the ocean at Ogunquit. The satisfying feeling you'll get from really doing something to help win the war is only half of it. There's Ethel and Lil and Marjorie and Barbara, and they'll teach you more than how to make a rotor or operate a drill press or tape a coil.

The other night I asked: Which would you rather do, work in this factory or be a WAAC? A what? some of them said. A WAAC, I said . . . you know, those girls who are training to be officers in the Women's Auxiliary Army Corps out in Iowa. Some of them hadn't heard of Iowa. But a few said they'd like to join the WAAC's, because they were athletic . . . or they wanted to do something to help win the war! That last was the best example of the greener grass theory I've ever heard.

TOMORROW—I go to the final assembly department.

SMOOTH SUSAN TAKES A WAR JOB

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8-4-42

30

Putting Part of an Atom on Home Base

By NELL GILES

I have been transferred to the fourth floor final assembly room. This is the last, the most delicate and the most poetic step which makes pieces of metal, coils of wire, rotors and dials warm with the breath of life. In this room the little fellow learns to talk. When a small faced instrument leaves this floor, he joins the Air Force and is next heard from over Cairo or Cologne.

But tonight my work card read: "Stake counterweight on pointer." Another one of those directions in Greek.

A pointer is the hand on the dial which talks in sign language to tell the pilot how much gas he has, how high he's flying, how many bombs are left in the plane, and on through the night. But before the pointer can move, it must be delicately balanced with a weight no heavier than an eyelash. And this little black dot is called a counterweight. The job was to hit it with a hammer until it became attached to the pointer. Sound's quite like the anvil chorus, but it was really light work, and two taps with the hammer did the trick.

On a job like this, you always work with a metal gadget called a "jig." This is the thing that holds in place the piece on which you work. This jig has a metal weight which I dropped down each time the pointer and counterweight were in place, and then I hit the weight two taps with a little hammer.

A counterweight is so small you can't pick it up with your fingers, you use tweezers. The pointer must be placed in one certain way, so that the counterweight is put on the back side. Altogether, it's a job for midgets! You feel that you are putting an infinitesimal part of an atom on home base.

After doing many of these, I was put on another job, because the supply of counterweights was exhausted, to say nothing of me!

This second job was even more infinitesimal. With tweezers, I picked up a little piece of metal called a "hub" and dropped it in place on the jig. Then with my fingers, I placed a thin circle of metal on the jig so that a tiny hole in the center of the metal fitted exactly over the metal hub. This time there were two weights, and I had to keep both in my left hand, dropping first one down a cylinder in the jig and hitting it with the hammer ,and then the other. In my right hand I held the tweezers and the hammer. You will be surprised at the finger dexterity you can develop in a short time. This is only my seventh week of work in the factory, and I can see quite a difference in the ease with which I nipulate several instruments at . As the training man told us almost two months ago, it is done with the ENDS of your fingers.

You can hear these little tap hammers at several of the work benches . . . there are many assembly jobs which use them. When you use tools at your work, your are given a set of what you need . . . tweezers, hammer, scissors and so forth, and these are yours for the duration of the job. At the end of your day's or your night's work, you place them in the canvas pocket of your work chair and they're supposed to be there when you come the next day.

Across the bench from me tonight was a girl packing dial faces in a beautifully made wooden box which opens out like a photograph album. The girl placed each small metal dial carefully into the slot made for it. This wooden box is a packing case, and these dials are being sent to a factory in another part of the country where their faces will be marked with radium.

There are quite a few men workers on this floor . . . other than foremen and superintendent, I mean. All of the delicate work called "calibrating" is done by men, though I'm sure they'll have to come to the point of letting women do that, too. Last night a man said it was almost terrifying to see the women taking over! . . . soon there won't be a man's job left in a factory. That's hardly true, and of course he was joking . . . but you would be thrilled to see how many women are on this second front and what a good job they are doing, from the "rookies" fresh out of the training room to the foreladies who can discuss electrical engineering with the men and hold their own on any technicality. They manage very skillfully not to be belligerent about it, too.

Tomorrow—I'll tell you more about the fascinating jobs on this floor.

SMOOTH SUSAN TAKES A WAR JOB

8-5-42

Dusts and Paints All in Miniature

By NELL GILES

The longer I work on fourth floor final assembly, the more I feel like calling for Dr. Kildare. . . . Everything is so clean, quiet and technical. . . . I wouldn't be a bit surprised to see an operation wheeled out.

Tonight the forelady assigned me to a work bench and gave me three small brown boxes marked "U. S. Army Air Force —RUSH" . . . Inside were rotor shafts which I was to clean under the magnifying glass. A rotor shaft looks like a phonograph needle stuck through a black pill. The pill is the rotor, of course.

In the process of assembly, this shaft picks up a few specks of dust and a little of the glue with which it is stuck to the rotor. You can't see these specks with the naked eye but under the magnifying glass, the shaft became as big as a flagpole and the dust specks stood out like black powder snow flakes.

There is a special routine in everything you do on a factory job. It's all been worked out by the methods department and put on a blue print which was followed by the first girl who did the job.

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Just to give you an idea of what you go through to clean a rotor-shaft: you pick up the shaft with thumb and forefinger of your left hand, at the same time you pick up a fine camel's hair brush with your right hand. Brush the shaft completely by revolving it between your fingers.

Shift the brush out of your fingers into the palm of your hand, holding it there with your thumb. This leaves your fingers free to pick up a piece of pith which is soaking in a small jar of cleaning alcohol. You jab the rotor shaft into this several times, put the pith back in the jar and pick up a dry pith and repeat the jabbing process. You hold this dry pith, together with the cleaning brush, in your right hand for the entire job.

Now you place the rotor shaft under the magnifying glass and revolve it so that you can see all around. If you've done the cleaning well, there will be no specks; otherwise, you must do the process over. When the rotor passes your inspection, you stick it upright in the box from which you took it and as your hand passes back toward the magnifying glass, you pick up the next shaft to be cleaned.

This is the simplest and quicke way to do the job and elimina the wasteful fluttering about, wh you'll notice on most civilian d jobs.

There is much to be learned at a factory on time saving methods with the most efficient hand movements, and the first is to have all your equipment at hand before you sit down and then place it the shortest possible distance from where it will actually be used.

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Cleaning three little boxes of rotor shafts naturally didn't take me all night, so I had two other jobs on the same bench.

One was to build the shaft. This is a neat job, and would be loved by the sort of person who pastes snapshots in an album. The "glue" is applied to the shaft with a toothpick after the rotors have been set up on a metal tray. Then the shaft is stuck in to the rotor neatly so that the glue doesn't get smeared. This saves time on the cleaning process. Every operation has the next one in mind, and you never feel that your own job is complete; you couldn't begin it without the girl before you and you couldn't pass it on without the girl who follows you.

★ ★ ★

My third job was back on the old North and South Pole circuit, and the description of this one sounds like something from the Land of Oz. It involves a row of paint bottles, trays of metal pins painted on one end to indicate which is the North Pole and a machine which looks like a miniature edition of the take-it-yourself photo booths where you step inside, press a button and save the price of a good camera man. Only this machine registers magnetic strength of the metal pin which you take from the tray. It would be simpler if a pointer could show you the reading, but for some reason a floating yellow bubble is used, and you must be sure that the center of this full moon hits the right degree on the machine, otherwise the pin must be "boosted" to give it more strength or demagnetized to give it less.

* * *

The girl who does this job on the night shift is unbelievably quick. She has trained her hands to pick up the pins without looking. Her eyes watch the yellow bubble blob back and forth when it settles, she jerks the pin from the machine with one swift backward movement of her hand. If this movement is not done a certain way and with the most terrific speed, the registry is not accurate.

When a tray of good pins has passed her inspection, she tips them with paint from one of the bottles before her. A certain color for each size. This job is a signal code. Every color and number and symbol means some one thing; and the operator who crosses up the signals doesn't work here any more!

* * *

Tomorrow I'll tell you a secret about your nail polish remover.

SMOOTH SUSAN TAKES A WAR JOB

32 8-6-42

Removes Paint With Aid of Old Friend

By NELL GILES

Never let it be said that the "beauty people" aren't cooperating in the war effort! Tonight my job was to take off the paint from instrument pointers, and as I dipped the brush in the bottle of liquid paint remover I thought, "Where have I smelled this smell before?" It was nail polish remover, so 'elp me!

This job was really like doing a manicure . . . you must bend close to your work; you must apply the brush with hair-line precision; you must be careful not to smudge the paint. Beyond a certain line, the radium begins and the paint remover must not touch it.

* * *

When I have a few minutes between jobs, I walk around and look at the things other people are doing. In the center of this floor is a conveyor belt . . . a long table with a moving belt in the middle of it. On each side, girls are working. There are at least two girls to each job, and a relief girl who can immediately take up where one leaves off; there must always be someone on each position.

At one end of the table the instrument assembly begins. You see little metal rings strung together on a paper clip and then placed on the moving belt. This is picked up by the next girl, when it reaches her, and she takes the rings off the clip, and adds to them a certain number of coils, places her work on the conveyor and it moves on to the next girl, who adds a metal gadget, and the inside of the instrument begins to take shape.

By the time each operator has had a part in this, the work reaches the end of the table and is ready to be passed over to the department that puts on the metal covers. All I could think of, looking at the inside of the instrument, with its coils and colored wires and greenish gray metal, is that it is like the inside of a baked stuffed lobster.

* * *

The girls who assemble the long, delicate shafts and rotors sit in glass cages, so that no dust touches the work. Their hands are fastidiously clean and neat and their work tables are like a surgeon's kit. There is constant cleaning and polishing with alcohol and emery paper and pith, and the work is exacting on nerves and eyes. Most of those who do these jobs wear glasses.

Every effort is made to relieve the strain. The lighting is excellent, both from above and from desk lamps.

* * *

Beyond the conveyor belt and at the end of the room are the calibration and inspection jobs. This is the last step, after the instruments have been assembled with coils, rotors, priceless ball bearings from England, and encased ready to go to war.

Calibration is too complicated to explain or to understand. It is the "tuning up" process and takes weeks to learn. You see, the men who do it sit at desks with instrument boards in front of them. They tap a certain way with their fingers on the board. This moves the pointer of the instrument so that it registers. Each instrument is "tuned" on a number of counts.

You would think that the men who do this work should be men with electrical training, or perhaps with a musical background . . . but no. Most of them were formerly salesmen!

There are many ex-salesmen here, among the foremen, supervisors and the people who do calibrating, and all of them like the work here. They tell me it's a relief just to sit down and work, and not be running around trying to convince somebody to buy something.

You can see a great change in occupations here, and the adjustment isn't always easy. One man told me he thoroughly disagreed with me that working in a factory is "restful." He finds it nerve racking to the point of screaming and tearing his hair! But his job is the same every night and mine has been varied, so that I could tell you about many types of work. It makes a difference.

Also, I have learned the art of relaxing, in my rush-rush career, and perhaps it's harder for men. I can go to sleep on trains, buses, and street cars and wake up feeling I've had eight hours of rest!

It's been said that this is why women are more valuable than men in factory work; women are willing to do monotonous jobs and retain the patience to do them well even after the millionth time. And certainly any factory employer will admit that patience is as big an asset as finger dexterity.

* * *

I came to this factory believing, as you probably do at this minute, that factory workers are not "all out" for the war effort . . . that is, they work up to a certain time, when they have "made their points," and then stop. But after spending two months actually doing factory work I see the other side of the picture.

First I see that it is physically impossible to keep up top speed for a stretch of eight hours, even with time out for lunch and two rest periods. With all the patience in the world you have to slow down at times.

Second, I find that "points" are not easy to make. In the machine shop there are many jobs where the maximum number of pieces can be reached before the shift is up, but here in the final assembly room I have not found it so.

The criticism the civilian world makes of this second front in the factory is that we don't work to our full capacity. I have found that criticism true in some cases, but false in a majority of cases, for the reasons I've explained above. If every civilian would do what every factory worker is doing to win the war, victory would be much nearer than it is. I am convinced of that.

* * *

Tomorrow: I'll tell you about blood donations made by the factory workers to the Red Cross.

37 8-7-42

SMOOTH SUSAN FINISHES A WAR JOB

Workers Give Blood Lessons in a Factory

By NELL GILES

This morning the Chinese girl and the smooth girl named Teddy and I went to the Red Cross Blood Bank to deposit pints. I only went along this time, and I won't pretend that I gave any blood, because I didn't, but they can expect me in October. What I want to tell you is that our factory is on its second thousand pints of blood.

The labor union deserves much credit for this. Its leaders have encouraged it, provided transportation to Boston and back, and arranged for time off where necessary. Also, they've given pep talks to the people who are afraid to give blood.

Many people are honestly afraid to be stuck with a needle, but anyone can tell you, as Dorothy McGuire did recently, that it "only hurts a nickel's worth." If you'll go into the headquarters up on Boylston st. close to the Public Library and just watch the people come and go, you'll get the feeling that here is a thing as important as guns . . . and butter.

* * *

A man came in while we were waiting and walked up to the front desk. He said he wanted to give a pint of blood. The girl at the desk asked if he had an appointment, and he said "no."

"Well," she said, with a nice smile, "you'll have to have an appointment and the girl at the next desk will make it for you." But the man stormed out muttering that when he wanted to give a pint of blood he wanted to give it right now and he didn't want to fool around with any red tape.

I wondered if he knew that the "red tape" of making an appointment was only to save his time and avoid confusion. Also, for his own benefit, the Red Cross wants to be sure that he's had nothing to eat for four hours before he gives his blood.

There were more women than men in the waiting line, but this may have been because it was a woman's hour—the middle of the morning. There were quite a few young men; some big, husky ones who might have been truck drivers, and some who looked like men from an office. It was very entertaining to watch them on the first stage of the blood donation . . . sitting beside the desk of a tiny Chinese girl named Hilda, who takes your temperature and prepares your arm for the needle. In front of her are big glass jars of pink and white cotton, and she told us that several men have asked her if she gives manicures!

* * *

With this article and this week's work, I say goodby to my factory friends, and I shall miss them sincerely. What I have learned from them is so much more than drilling, burring, taping coils and packing pointers. Here is the BEST place to meet America. . . made of all nationalities, toughened and softened, with the best qualities of each.

Here I have known Chinese, English, Albanians, Italians, Greeks, Swedes, Norwegians, Finns, Poles, Russians, Irish and Czecho-Slovakians, Protestants, Catholics and Jews, all of them "just plain American." This experience has cured me of more than one fault bred of a mental white-collar life. I've found that you can't be sensitive and easily hurt, for example, when you work with a thousand people like these. You learn to talk less and work more, and what the heck do you care what anybody thinks of you.

It is good to work with your hands when for so long your hands have only been something to manicure. My first impulse is to buy a tool kit and start building things in my spare time!

* * *

I hope this will happen to you. . first, so that you will know the immeasureable joy of doing something to help win the war, and second, so that you will have your eyes opened to one thing Americans must learn when the war is won. That the soft hand and the soft answer turneth away nothing!

This article concludes the series of Smooth Susan on "A War Job." Miss Giles will begin a new and equally interesting series within a few days.

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August 29, 1942.

War file

Mr. E. J. Pippen, Secretary,
Lamneck Products, Inc.,
Middletown, Ohio.

My dear Mr. Pippen:

I was very much interested to learn from your letter of August 24 that you plan to employ women at operations connected with the production of aluminum airplane parts. We are very glad of this opportunity to cooperate with you and will welcome any further opportunities to be of assistance to you.

I am enclosing Women's Bureau bulletins relating to occupations which women can successfully perform in the aircraft industry. I am also sending our leaflets concerning recommended standards of employment for women workers.

As you doubtless know, the Public Contracts Division of the U. S. Department of Labor has established a minimum wage of 50 cents an hour or $20 for a 40-hour week for the aircraft industry. A copy of the Public Contracts order I am also enclosing.

Ohio has an hour law applying to women workers. An analysis of the Ohio law is to be found in Women's Bureau Bulletin Part II, page 5, which is enclosed in this letter.

Sincerely yours,

Mary Anderson, Director.

Ls/nb

LAMNECK PRODUCTS, Inc.

HEATING EQUIPMENT
"SIMPLIFIED" FURNACE PIPE AND FITTINGS, AIR CONDITIONING DUCT AND FITTINGS. GRAVITY AND AIR CONDITIONING REGISTERS AND GRILLES.

LP INC.

FARM EQUIPMENT
"BUCKEYE" METAL CORN CRIBS AND GRAIN BINS. "SILVER SHIELD" METAL SILOS, ROOFS AND SILO ACCESSORIES. TANKS, TROUGHS AND FOUNTAINS.

MIDDLETOWN, OHIO

August 24, 1942

WOMEN'S BUREAU
AUG 25 1942
DEPARTMENT OF LABOR

Women's Bureau
U.S. Department of Labor
Washington, D. C.

Gentlemen:

We are at the present time contemplating the employment of women in our factory. The women we employ will be required to work on light aluminum airplane parts.

I would like for you to forward to me all the available information that you have on hand with regard to maximum hours, wages or minimum hours, wages applicable to women workers. Also any additional information concerning female labor that may be of help to me at this time.

~~167 + supplements~~
156, Parts
I + II,
Public Contracts.
W. B. special
bulletins.
Aircraft bulletin.

Thanking you in advance for your prompt attention to this request, I remain

send new air

Very truly yours,

LAMNECK PRODUCTS, INC.

E. J. Pippen

E. J. Pippen
Secretary

ejp-b

Files 273

August 28, 1942

STATEMENT OF AGREEMENT BETWEEN
THE OFFICE OF DEFENSE HEALTH AND WELFARE SERVICES
AND
THE FEDERAL PUBLIC HOUSING AUTHORITY

The Commissioner of the Federal Public Housing Authority and the Director of the Office of Defense Health and Welfare Services agree that the two agencies have a definite mutual interest in the relationship between the war public housing program and the health, welfare, education, recreation, nutrition and other community facilities and services involved in the operation of that program.

FUNCTIONAL AREAS

Office of Defense Health and Welfare Services

By Executive Order, the President designated the Administrator of the Federal Security Agency as Director of the ODHWS, for the purpose of assuring adequate health, welfare, medical, nutrition, recreation, social protection and education services to meet the needs of the war program. Within these fields, the Office serves as the center for the coordination of services made available by public and private agencies to meet the war-connected needs of States and localities; it makes available the services of specialists to assist in the planning of State and local programs; it coordinates studies and surveys of Federal agencies, and plans and encourages measures designed to assure the provision of adequate services to the Nation as a whole. The office is also responsible for certifying to the Administrator of the Federal Works Agency the war-connected need for community facilities and services to be provided under P.L. 137, 77th Congress. The ODHWS is represented on a Joint Committee on Evacuation which has been engaged in planning programs for the evacuation of civilians from areas of danger from enemy action.

The ODHWS carries out its functions through existing agencies wherever possible and by direct operation in those areas where no agency has had primary responsibility. For the purposes of this statement the constituent units of the ODHWS include: The U. S. Public Health Service, the U. S. Office of Education, the Health and Welfare Division, including the Recreation, Social Protection, and Day-Care Sections, and the Nutrition and Physical Fitness Divisions.

The Field programs of the ODHWS are integrated through the Program Operation Branch. The 12 Regional Directors of the Social Security Board are the Regional Directors of the ODHWS and serve as Chairman of the Regional Advisory Councils which are composed of representatives of more than twenty Federal agencies engaged in related programs. The Regional Directors have a coordinating supervision over the regional representatives of the constituent units of the ODHWS and the Social Security Board. Representatives of appropriate units are responsible for investigating and certifying community needs for health, medical care, sanitation, education, recreation, and day-care of children and other allied facilities and services including welfare and nutrition.

Federal Public Housing Authority

The FPHA is a constituent unit of the National Housing Agency created by Executive Order of the President. It is responsible for the construction and management, upon assignment by the Administrator of the National Housing Agency, of all war housing constructed with public funds, other than housing located on Army or Navy reservations, posts, or bases. The war housing functions included were formerly under the United States Housing Authority, Public Buildings Administration, Division of Defense Housing, and Mutual Ownership Defense Housing Division of the Federal Works Agency, and the Defense Homes Corporation, Farm Security Administration, and War and Navy Departments. Types of housing provided for by the seven laws under which FPHA operates include permanent and temporary family units, dormitories, war apartments, utility units, and trailers.

The operating staff of the central office includes branches for Development, Housing Management, and Administration. Development is concerned with site selection and project planning, preparation of designs and specifications, construction, and technical standards. Housing Management has charge of leasing and occupancy; operation and maintenance; project services such as community facilities, equipment and leadership; management training; and racial relations. The Administration Branch deals with matters of over-all administrative management.

The program is operated in the field through 10 regions, which are headed by Regional Directors whose staffs include Assistant Directors for Development, Management, and Administration. The FPHA utilizes the facilities of local housing authorities to the fullest extent possible and most public war housing will be turned over to local management wherever local housing authorities exist.

RELATIONSHIPS AT THE CENTRAL OFFICE LEVEL

To carry out the responsibilities of the ODHWS and the FPHA in relation to housing projects, to assure inclusion of all relevant data, to make available the accumulated experience of the technical units concerned, and to avoid duplication of effort, the following agreement has been reached concerning relationships at the Central Office level.

1. The ODHWS will assist the FPHA in the development of policy and standards regarding the provision of health, sanitation, day-care, nutrition, recreation, education, and related professional and commercial facilities and services, and will support the FPHA in the prosecution of such standards.

2. There will be joint planning between the two agencies:

    a. To determine which agency has primary responsibility for constructing and equipping the necessary facilities in given types of situations.

b. To survey need for health, medical, sanitation, education, recreation, nutrition, and day-care facilities and services in public housing projects, and to interpret these needs to related Federal planning and operating groups and agencies.

c. To provide for the operation and maintenance of health and welfare facilities and services in relation to public housing, including anticipating need, sponsoring, and securing leadership.

d. To meet situations created by enemy action, both with respect to the problem of long-term emergency rehousing, including evacuation to reception areas, and in connection with the protection of and aid to tenants to particular projects. The long-term program will be a matter for joint planning by the central offices. Planning for the execution of services for the protection and care of tenants will be the responsibility of the FPHA project managers who will utilize, insofar as possible, the services of the appropriate units cooperating with the ODHWS.

3. Reports, statements of policy, and procedures of concern to both agencies will be exchanged at the Central Office level for transmission to the appropriate Regional Directors. The ODHWS will be responsible for keeping the FPHA advised of the status of community facilities and services designed to serve public housing projects.

4. To correlate all health and welfare functions in relation to public housing, one person on the staff of each agency will be designed as liaison officer through whom all matters within the scope of this agreement will be cleared, and who will arrange such meetings and establish procedures as are necessary.

a. The person designated by the ODHWS will be responsible for ensuring that the interests of the constituent units are represented in relation to public housing.

b. The person designated by the FPHA will be responsible for ensuring that the interests of the respective branches are represented in relation to ODHWS.

RELATIONSHIPS AT THE REGIONAL OFFICE LEVEL

Since successful program operation is largely dependent on functioning at the regional level, it is agreed that:

1. Both agencies will operate on a decentralized basis through their Regional Directors.

2. In contacts with FPHA, the Regional Directors of the ODHWS will be responsible for ensuring that the interests of the constituent units of the ODHWS and the Federal Security Agency are represented.

3. In contacts with the ODHWS, the Regional Directors of the FPHA will represent the interests of the FPHA, and will be members of the appropriate Regional Advisory Councils of the ODHWS.

4. It is important that housing and all other community facilities should be planned in the light of total community needs and resources. Joint consideration of needs and resources will be advantageous from the standpoint of community organization, economic use of funds and maximum benefit to the community. Immediately upon learning of the approval by the Administrator of the National Housing Agency of a public housing program for any area, the Regional Director of the FPHA will notify the Regional Director of the ODHWS who will make available all relevant data obtainable through its constituent units concerning community facilities and services.

a. With respect to site selection for each project, the Regional Director of the FPHA will notify the Regional Director of the ODHWS of sites under consideration and will give notice of the site selection meeting. The Regional Director of the ODHWS will arrange for representation at this meeting by the constituent units concerned. Although responsibility for site selection rests with the FPHA, the ODHWS will make recommendations in order that the site should be selected to make the most effective use of existing facilities. The FPHA Regional Director will inform the ODHWS Regional Director of final site selection. Reciprocally, the Regional Director of the ODHWS will notify the Regional Director of the FPHA of meetings called by the ODHWS with other agencies which affect the interests of the FPHA.

b. With respect to project planning, the FPHA will consult with the ODHWS so that the facilities provided by the FPHA will be most effectively planned.

c. The ODHWS will also investigate the need for and certify to the Federal Works Agency additional necessary community facilities in relation to the housing program, and will keep the FPHA informed concerning the status of such projects.

d. Operation, including leadership, of facilities and services will be jointly planned by both agencies, making full use of all available resources.

5. The Regional Directors of the two agencies will plan jointly to develop, through field visits as needed, the effectiveness and adequacy of health, medical, sanitation, education, recreation and day-care programs in housing projects.

Herbert Emmerich

Herbert Emmerich,
Commissioner,
Federal Public Housing Authority

Charles P. Taft

For: Paul V. McNutt,
Director,
Office of Defense Health
and Welfare Services

Exhibit 2 File Defense 12

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WOMEN'S BUREAU
273
AUG 28 1942
DEPARTMENT OF LABOR

EXECUTIVE OFFICE OF THE PRESIDENT
OFFICE FOR EMERGENCY MANAGEMENT
WASHINGTON, D. C.

THE OFFICE OF DEFENSE TRANSPORTATION
JOSEPH B. EASTMAN, Director

August 27, 1942

Miss Mary Anderson
Chief, Women's Bureau
U. S. Department of Labor
Washington, D. C.

Dear Miss Anderson:

In Mr. Beyer's absence I am taking the opportunity to thank you for the very excellent memorandum on Standards for Employing Women in Transportation which you transmitted to us on August 17. This contains exactly the type of information which we needed and I very much appreciate the cooperation which your Bureau has shown.

Sincerely yours,

Dorothy Sells

Dorothy Sells, Chief
Personnel Supply Section

FOR VICTORY
BUY
UNITED
STATES
DEFENSE
BONDS
AND
STAMPS

234

August 27, 1942

War file

Mrs. F.J. MacNicol
13 Longview Avenue
White Plains, N.Y.

My dear Mrs. MacNicol:

I want to thank you for writing us in regard to the Boeing statement, and my answer to it.

We have issued a press release on the older woman worker which I am enclosing as I believe you will find it of interest. We have also stated that the woman labor supply of the country is sufficient without having to call out mothers of young children (but, if these are such mothers who need work, they should have it).

I appreciate having your good wishes. We hope, too, that women will achieve more real recognition in the war program.

Sincerely yours,

Mary Anderson, Director

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MILBROOK CLUB
GREENWICH, CONN.

WOMEN'S BUREAU U.S.
AUG 21 1942
DEPARTMENT OF LABOR

13 Longview Avenue,
White Plains, N.Y.,
August 20th, 1942.

Miss Mary Anderson
Women's Division, Labor Department,
Washington, D.C.

Dear Miss Anderson:

Your statement made in reply to the executive vice-president of the Boeing Aircraft Company defending women workers is about the most sensible statement that has come out of Washington in some time. I agree with you particularly where you suggest the problem in that particular plant might be in the employment policy. That is the problem in most of the plants today - the employment policy. A woman past thirty-six years of age, especially if she looks her age, has not a chance. A girl just out of high school or college will be given the preference every time. I think employers have missed a very great opportunity in not engaging more mature women. A woman of your position should have some influence in seeing that your suggestions are put before the proper people. I wish I could help you. I am over thirty-six and feel that I can hold my own with any flapper.

You could put yourself on the map if you aid the integration of woman power into industry along the lines you have in your mind, because women are going to have to play a big part in this war whether the men like it or not.

More power to you.

Very truly yours,

Mary E. W. MacNicol.
(Mrs. L. J. MacNicol.)

Miss Mary N. Stephenson
Apt. 308, 333 East 16th Ave.
Denver, Colorado

August 18, 1942

War file

Dear Mary Stephenson:

I am delighted that you are going to the WAACS. I think you will find it very interesting, at least it will be a good experience. After you get in there and ~~you~~ find out something about it, let me know what you think of it. I would be interested.

Faithfully yours,

Mary Anderson, Director

MA:IS

MARY N. STEPHENSON
Apt. 308, 333 East 16th Ave., Denver, Colorado

Sunday August 2, 1942.

WOMEN'S BUREAU
AUG 6 1942
DEPARTMENT OF LABOR

Dear Mary Anderson -

I'm delighted to be able to tell you that I'm resigning from WPA on Friday August 7, 1942 in order to enlist for officer's training with the Women's Army Auxiliary Corps. While I won't actually report at Fort Des Moines, Iowa for training until September 14, 1942, I am resigning early in order to be thoroughly rested and full of vim, vigor, and vitality when I arrive there.

It's a new job in a new field and I'm going into it fully determined to do the best piece of work I've ever done in my life. I haven't any illusions about the "glamor" of living in an Army

Camp where the men outnumber the women, or any idea of glory or prestige. It's going to be a difficult job and it's going to be done under difficult circumstances — but I'm going to do my best to see that, insofar as I am able to do so personally, a job is done of which other working women may be proud. The Army may be more interested in production than in fair labor standards, and the "privates" may be more interested in dates than in performance, but I'm going into it as an "ex-officio" member of the Women's Bureau staff to see that a workmanlike job is done. Please "stand by" for moral support if the going is harder than I anticipate.

Cordially your friend,

Mary H. Stephen

August 11, 1942

She wrote
"Susan Be Smooth"

Miss Robinson
Women's Bureau
Department of Labor
Washington, D. C.

My dear Miss Robinson:

I'm taking the liberty of sending you the articles that I have written while working in a war production factory for the past eight weeks. I can't begin to tell you how thoroughly I enjoyed doing this, and how much I learned from it. It has been a wonderful experience.

Today I'm leaving for Chicago to begin a two week's tour with other newspaper women of the war plants throughout the country. I'm quite excited about it!

With best personal wishes!

Sincerely,

Nell Giles

Human Interest
Defense

August 11, 1942.

Miss Elsie Wolfe
The Elton
Waterbury, Connecticut.

My dear Miss Wolfe:

Your prompt cooperation is much appreciated in getting us stories of older women. There is no question but we have found a good news reporter in you, and hope you will let us hear about any interesting stories whenever it does not crowd your schedule of working time to report on them.

In regard to the woman who has no birth certificate, you may wish to pass along to her the fact that the House passed a bill July 18 on that very subject. The bill has been sent to the Senate. Briefly, here are its provisions:

> "The House passed and sent to the Senate a bill authorizing the Census Bureau to issue birth certificates based on its vital statistics to persons unable to obtain them through normal channels. The 54,000,000 persons in the country whose births are not recorded could obtain a certificate on making a sworn application to a postmaster (or his subordinate), which would be forwarded to the Bureau to be checked. After verification of the application a birth certificate would be issued so the persons could work in war production plants and receive old age pension benefits."

I am sure you will be interested to know that the Office of War Information called to say that the Baltimore ~~survey~~ report, which I sent them at their request for such material, was proving very useful and they considered it an excellent ~~survey~~. report

Thank you again for your effort in assisting us.

Sincerely yours,

MGP
erb

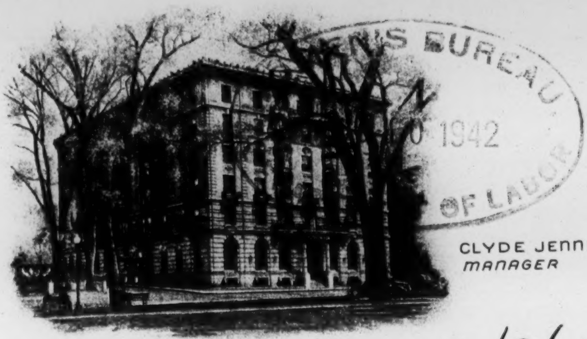
Mary V. Robinson, director
Division of Public Information

Ch*Sci*Mx Na-2142=

write letter

THE ELTON
Waterbury
Connecticut
"BRASS CENTER OF THE WORLD"

CLYDE JENNINGS
MANAGER



S BUREAU
0 1942
OF LABOR

8/8/42

My dear Miss Robinson:

Here are some additional stories of older women who have taken the Nat. Defense Training Courses:

Case No. 1

Age - 47 years

Nationality - American

Occupation - Housewife (Number of children unknown)

Previous experience - None

Education - High School (2 yrs.)

Type of training - Inspection - 120 hrs.

Course includes - 66 hrs. Inspection
" " 23 " Blue Print Reading
" " 31 " Shop (Machines)

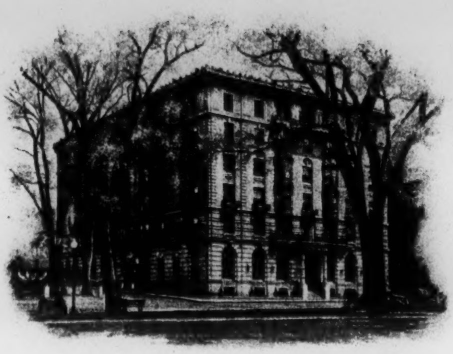
Place of employment - Waterbury Tool Co.

Starting Wage - 70¢ per hr. or $36.40 per wk. (48 hrs.)

This woman was placed a few days after training was completed.

Direction, American Hotels Corporation

THE ELTON
Waterbury
"BRASS CENTER OF THE WORLD"
Connecticut



CLYDE JENNINGS
MANAGER

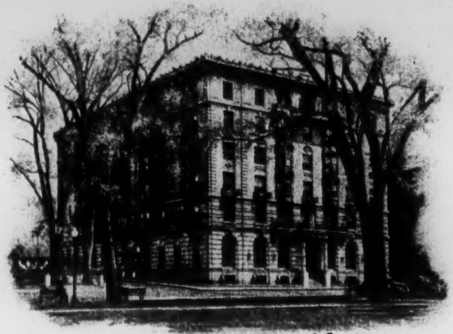
Case No. 2

Age - 52 years
Nationality - American (Born in Pa.)
Occupation - Housewife
Previous Experience - None
Education - Grammar School
Type of Training - Same as #1 (Inspection)

This woman did very good work in the training class and was referred to Waterbury Tool Co. for a job. U.S.E.S. had no further record so they suggested that I call her and see if she were working.

She said the Defense Industries require a birth certificate and she could not get one inasmuch as she was born prior to 1906 and no records were kept up to that date. She would like very much to get a job - first, because she wants to do something to help her country and secondly, because the family income is not large.

THE ELTON
Waterbury
Connecticut
"BRASS CENTER
OF THE WORLD"

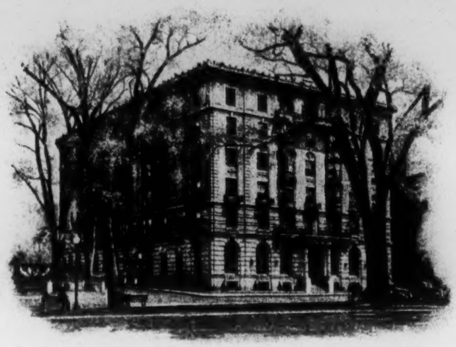


CLYDE JENNINGS
MANAGER

Her husband is not in a Defense Industry so his wages are not very high. The youngest daughter graduated from H.S. this June and is entering the hospital for nurse's training in Sept.

The inability to get birth certificates is preventing many older women from taking jobs. I ask her if it wouldn't be possible to get some older member of her family to make a statement as to the date of her birth and have the paper notarized - perhaps the firms would accept that as proof of her age. She is going to write her uncle in Penna. and hopes to secure the necessary paper.

THE ELTON
Waterbury
"BRASS CENTER OF THE WORLD"
Connecticut



CLYDE JENNINGS
MANAGER

Case No. 3

Age – 48 years
Nationality – American
Occupation – Housewife
Previous Experience – Worked in a newspaper office several years before marriage. Did not work since 1919 except to sell Fuller Brushes – house to house canvass a few years ago
Education – 2 yrs. High School
Type of training – Inspection and Machine Shop } 200 hrs.

Completed course 2 wks. ago and is very enthusiastic about the machine work – prefers that to Inspection. She thôt the noise of the machines might bother her when she first started training but found that she didn't mind the noise at all.

This woman expects to go on a production job at Waterbury Tool this week. They have promised her a job on machine work as soon as the new machines were set up. She did not try elsewhere because she lives near this plant

and wants to work there so that she can walk to work. Her starting rate is also 70¢ per hr.

She has a daughter and son, both in High School.

The U.S.E.S. and Nat. Defense Training instructors were very cooperative in regard to making available this information. Hope it will be of some use.

Sincerely
Elsie Wolfe

August 10, 1942.

M~~iss~~rs Verna M. Warren,
728 Pickens Street,
Columbia, S. C.

War file

Dear M~~iss~~rs. Warren,

Your letter of July thirtieth, addressed to the Secretary of Labor, has been referred to this office for reply.

We receive many letters similar to yours regarding low wages and long working hours in restaurants, laundries, and stores. Formerly such communications came from women employed in factories, but since the passage of the Fair Labor Standards Act conditions for factory workers have improved. That law sets minimum wages and maximum weekly hours, with time and a half pay for overtime, for establishments engaged in interstate commerce.

It does not cover employees in the type of establishments named in your letter. There is no Federal authority, therefore, regulating those working conditions, and if the State itself has not passed minimum wage or hours legislation, the employee has no legal protection against low wages and long hours. South Carolina does not have a minimum wage law (26 States do have, but Kentucky and Louisiana are the only ones in the South.) The legal maximum working hours for women in South Carolina, according to the State law, are 12 hours a day, 60 hours a week for those employed in mercantile establishments, and 8 hours a day, 40 hours a week, 5 days a week, for women, and men also, in cotton, silk, rayon, or woolen textile mills (production-line workers only). These are the only laws regulating hours of women workers in South Carolina.

Very truly yours,

Mary Anderson, Director.

RB
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VED
ICE OF SECRETARY OF LABOR
AUG 3 - 1942
AM 9|10|11|12|1|2|3|4|5|6 PM

WOMEN'S BUREAU
AUG 5 1942
DEPARTMENT

July 30, 1942

Dear Miss Perkins:

You no doubt have many labor grievances on your hands these trying times. This letter to you is, in a roundabout way a labor grievance, put up with by myself and hundreds of other Army wives here in the city of Columbia, South Carolina.

Perhaps you have heard that many thousands of wives have followed their soldier-husbands to their respective camps. Many like myself with no families in their home-towns felt the loneliness to hard to bear, and want to grasp every bit of happiness they could while they could still be with their husbands.

I am not a war-bride. I was married three years previous to my husbands induction in to the Army. I am an orphan and my husband is the only relative I have ever had. We come from Detroit, Michigan. We never had any money to speak of, only enough to live decently. I decided that since I had to work in Detroit to keep myself, I might just as well come to Columbia, S. C. (my husband is stationed at Fort Jackson) and work here until such a time when my husband would leave or be transfered. I am proud that my husband will have the opportunity to defend our country, and I would not wish him to be anything but a soldier now. My only aim is to be with him while he is here.

These explanations are facts leading up to the grievance I and the other Army wives have here in Columbia. I have been told previously the wages are low in the South, but never dreamed that conditions could be so dreadful that a girl could not even provide the bare necessities with what she earned.

Here are some of the jobs (they could hardly be called positions) I have had or investigated in this city:

1. Hotel Wade Hampton (largest in the city)
   9 hours per day, 6 days per week,
   $15.00 per month and meals.
2. Ideal Cafe.
   9 hours per day, 7 days per week
   $5.00 per week and meals.
3. Parisian Laundry.
   10 hours per day, 6 days per week
   $ 9.00 per week, no meals.
4. Bihari's Cafe.
   9 hours per day, 2 days off each month
   5.00 per week. Meals, dessert 10¢ extra.
5. Silver's Five and Ten.
   9 hours per day 10 hours on Saturday
   6 days per week $10.00 no meals.

Average rent is $5.00 per week, no cooking facilities. "How can one live with these wages?" is our question.

I am a stenographer by training, but a soldier's wife cannot get anything in that line because she is a soldier's wife. In other words this city will not give the soldier's wife a chance to make a living, yet the tradesman and restauranteurs are profiteering by charging the soldiers high prices for anything they buy.

The soldier is given no respect here, and is not given any of the niceties and priveleges that are given soldiers in the north.

But we army wives are not asking for niceties or priveleges. We ask only to earn enough to eat and live and give us the opportunity to be with our husbands while we can. We have already sacrificed luxuries and comforts, because they want us to be with them before they "go over there"

Since the Army wive's allotment will not be paid until November many wives are undergoing such hardships as were not encountered even during the depression. There is no relief agency of any kind to help us. No employment bureaus either. Even the Carolina State Compensation Board refuses registerants for jobs. They explain

④ that they are handling only defense jobs and have enough applicants on hand!

I know that with the many duties you have to perform you may not even get to see this letter, but whoever should read it, would you please be so kind as to inform me as to the receipt of this letter and give me an explanation (if you have time) if these working conditions and salaries are legitimate.

I believe that as a citizen of the United States, I have a right to write this letter, but if I am wrong, I humbly apologize.

Yours truly,

Verna M. Warren
728 Pickens Street
Columbia,
South Carolina

125

August 1, 1942

War file

Mr. Milton Edelman
Director of Research
Bureau of Labor--Industrial Relations
FREEDOM HOUSE, 32 East 51st St.
New York City.

My dear Mr. Edelman:

We have your request of July 27th, with questions regarding women employed in war industries. We shall answer them as listed in your letter:

[illegible]

1. The Hearings of the Tolan Committee will be mailed under separate cover. You will note the Women's Bureau was represented before the Committee, as well as the War Production Board.

2. The only data we have at present, from the plants we have surveyed, concern minimum entrance rates by sex. However, these are not in industries which employed women in peacetime, and we have no data on average wages for women today as compared to several years ago. The Bureau of Labor Statistics of this department can give you differences in average earnings for all wage earners in various periods, as I'm sure you know. Of possible interest may be the change in women's and men's wages in certain industries from March 1940 to April 1941, and this is enclosed.

3. The principle of equal pay for equal work was given strong support in the joint statement (enclosed) issued early this year by the War, Navy, and Labor departments, and labor commissioners in various States. You will also note, from the sheet giving minimum entrance rates for women and men, that in the aircraft assembly plants the entrance rate was the same for men and women in 19 out of 22 plants. In addition, some information on increase in wages for women will be found in the section "women in labor unions" in our news periodical, The WOMAN WORKER (now out of print), the May issue of which is enclosed. As to the unions, I believe a direct request of some of the larger ones, and of those in industries where women are newly hired, would bring you some factual material. On the whole, I would say that the attitude of the unions had perceptibly changed since December 7th on this subject. They are realizing that a sex differential in pay will operate as a threat to their jobs, rather than serve to keep women out. More and more the agreements being negotiated are eliminating a difference in pay for men and women and are setting a rate for the job itself. There are many

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cases of course where a union comes into a plant and finds a wage sex differential already existing; as it cannot be expected that all goals can be reached in the first or second agreement negotiated, It may take time to eliminate this differential, although an increase in wages will be secured. In some cases there has been a lessening of the spread.

4. As to women in war production, on the basis of the increase of women workers during the first 6 months of 1942, nearly 2 million more women will be added during the year, most of whom will be new workers. Total woman employment in 1942 thus will reach a peak of over 15 million. It is estimated that about 3½ million will be on war work, compared to 1½ million in the spring.

   Aircraft and small-arms ammunition plants (shell loading and bag loading) are two major war industries that employ large numbers of women and are rapidly taking on more. The ammunition plants - including the Government arsenals - are now employing more than 80,000 women, and it is estimated this number will increase more than three-fold by late summer.

   The aircraft assembly plants began taking on women last fall; in October about 2,000 women were employed in this industry. In May this number had increased to over 24,350, and when the plants reach the peak of production, the Women's Bureau estimates over 100,000 women will be employed on productive work.

   A recent press release on numbers of women to be employed is enclosed.

5. The Women's Bureau has compiled some data on women in British war industries, and these are enclosed. As to the countries comprising the British Commonwealth, I believe the British Library of Information in New York City could be of help.

You may find the occupational surveys we have made, of interest, and they are enclosed, together with other general material.

I hope you will credit the Women's Bureau as your source, if our data are used.

Sincerely yours,

Mary Anderson, Director

rfn - a.christman - i.spring
ec

FREEDOM HOUSE • NEW YORK 32 EAST 51ST STREET • PLAZA 8-0210

Bureau of Labor — Industrial Relations

JOHN CHAMBERLAIN, *Director*

July 27, 1942

WOMEN'S BUREAU
JUL 30 1942
DEPARTMENT OF LABOR

Miss Mary Anderson
Chief, Women's Division
Department of Labor
Washington, D.C.

Dear Miss Anderson:

The Bureau of Labor-Industrial Relations of FREEDOM HOUSE is attempting, by syndicated articles, to clarify public confusion on matters relating to labor-industrial relations, particularly in reference to the war effort.

Right now we are writing articles on the position of women in war production. We are especially interested in the problem of wage differentials, which we know have been a big bone of contention for many years. The Women's Trade Union League has suggested that your office would have the detailed information and statistics which we could use. Briefly we would appreciate the following:

1. A copy of Miss McKelvey's report to the Tolan Committee (about March or April 1942) on wage differentials in war industries.
2. Average hourly earnings of men and of women in war industries today. Comparison with peacetime work.
3. How firmly has the theory of equal pay for equal work taken hold in war industries?
    a. What progress has been made since December 7?
    b. What have been the unions' stand on the question?
4. Statistics on number of women in production end of war industries.
    a. Percentage of total number.
    b. How rapidly are they being added?
5. Any inforation on the comparative situation affecting wage differentials in countries of the British Commonwealth.

We have found material on this increasingly important topic so scarce that any assistance you can render us will be of immense help in our work.

Thank you in advance.

Sincerely,

Milton Edelman

MILTON EDELMAN
Director of Research

DIRECTORS: Louis Adamic • William Agar • Ulric Bell • Ward Cheney • John Farrar • Rev. George B. Ford • Harry D. Gideonse
Virginia C. Gildersleeve • Arthur J. Goldsmith • Lester B. Granger • John Green • Frank Grillo • Harold K. Guinzburg • Helen Hayes
C. D. Jackson • Frank Kingdon • Maxwell A. Kriendler • Thomas J. Lyons • Burgess Meredith • Lewis Mumford
Arthur Root • George N. Shuster • Spyros Skouras • Dorothy Thompson • Robert J. Watt • Walter White • Wendell L. Willkie
Herbert Agar, *President* • George Field, *Secretary* • Herbert Bayard Swope, *Treasurer* 143

Defense
Human Interest

July 31, 1942.

Miss Caroline Manning
Douglas Hotel
Newark, New Jersey

My dear Miss Manning:

This is a postscript to the letter of July 30 telling you of the letter I was sending the agents, to say that I did not send one to Miss McCabe and Miss Thurman.

Sincerely yours,

MVR
erb

Mary V. Robinson, director
Division of Public Information

[illegible]
[illegible]
273

September 24, 1942

Mrs. Eleanor Hoover, Placement Officer
Office for Emergency Management
Room 1441, Civic Opera Bldg.
20 N. Wacker Drive, Chicago, Illinois.

My dear Mrs. Hoover:

I have your letter of September 18th, and we are very much interested in your program to increase the employment of women in certain Government agencies.

We would particularly like to see more consideration given women for the better administrative positions. We have received letters from many women with certain business experience, or having wide executive experience who do not always fulfill the formalized education requirements set up under the Civil Service for the higher CAF or Professional grades.

The bulletin on employment of women in the Federal Service covers the peace-time years 1923 to 1939. You will be interested in the discussion on page 18, regarding women's share of jobs in the four service groups in 1937, 1938, and 1939, compared to 1930 and 1931; in the 1938 salary and occupation correlations on pages 29 ff.; and in the discussion of women in supervisory and administrative positions in 1925 and 1941, pp. 53 ff.

Our publication, The WOMAN WORKER, has been discontinued, and current information will be included in the Department publication, LABOR INFORMATION BULLETIN. The most recent issue is enclosed, and we are listing you to receive that bulletin.

[illegible]

Sincerely yours,

Mary Anderson, Director

rfn
ec

EXECUTIVE OFFICE OF THE PRESIDENT
OFFICE FOR EMERGENCY MANAGEMENT
20 NORTH WACKER DRIVE
CHICAGO, ILLINOIS

TELEPHONE: ANDOVER 3600

September 18, 1942

WOMEN'S BUREAU
SEP 21 1942
DEPARTMENT OF LABOR

Miss Mary Anderson, Director
Womens' Bureau
U.S. Department of Labor
Washington, D.C.

Dear Miss Anderson:

The Office for Emergency Management - Central Administrative Services in Region number Six contemplates a program for increased employment of women in our constituent agencies, both in new positions and in replacement of men in professional, technical and clerical positions.

In developing the program, I plan to include a survey of positions for which women employees are particularly suitable in these agencies, education of agency officials in the feasibility of employing women in positions heretofore restricted to men and a positive recruitment program for women. Such factors as re-training, examinations etc., will of course be considered.

Your brochures, "Employment of Women in the Federal Government" by Rachel Fesler Nyswander and Janet M. Hooks and "Report of the Conference of the Woman's Bureau Advisory Committee, January 21st and 22nd 1942" with which I am familiar, would be valuable additions to my file of pertinent material. I would appreciate receiving copies as well as any other material published by your office on this subject which you think would be of assistance. If there is a charge involved, please indicate and I will remit by return mail.

I would also appreciate information as to whether I could be put on the mailing list for your publication, "The Woman Worker."

Thank you for your co-operation.

Very truly yours,

Eleanor M Hoover

Eleanor Hoover
Placement Officer

EH/lm

Mrs. Eleanor Hoover, Placement Officer
Office for Emergency Management
Room #1441 -Civic Opera Bldg.,
20 N. Wacker Dr. Chicago, Ill.

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September 22, 1942

war file

Mrs. T. E. Rolf
6027 Ralston Drive
Indianapolis, Indiana

My dear Mrs. Rolf:

President Roosevelt has asked me to reply to your most thoughtful letter in which you discuss the feasibility of establishing part-time shifts for women in industry.

You may be interested to know that such shifts have been inaugurated in many factories in Great Britain with marked success. However, at the present time in this country because there are still many unemployed persons, as well as other sources of labor supply, it has not been necessary to establish part-time shifts in war industries.

I am enclosing a recent issue of the Labor Information Bulletin, the monthly periodical of the Department of Labor, on page 1 of which you will find an article on the Women's Bureau policy as to priorities in the employment of women workers. This article also contains information as to the numbers of women who are now unemployed even though there is a great demand for skilled workers in many sections of the country.

Sincerely yours,

Mary Anderson, Director

Enclosure
LD

Labor) Woman's Bureau -

RECEIVED SEP 16 1942

WOMEN'S BUREAU SEP 18 1942 DEPARTMENT OF LABOR

RESPECTFULLY REFERRED FOR ACKNOWLEDGMENT AND CONSIDERATION

M H McIntyre

6027 Ralston Drive,
Indianapolis, Indiana
September 7, 1942

President Franklin D. Roosevelt,
The White House,
Washington, D. C.

Re: Labor Shortage

My dear Mr. Roosevelt:

The need to release every able-bodied young man (and some not so young) for active duty as members of our armed services, the shortage of labor in the vital war industries, and the increasing necessity to train and place women in these jobs is being kept before the public daily through newspapers and magazines.

I have wondered why Industry could not create a "half-week" shift which would permit the large group of women with school children to contribute at least three days a week to manufacturing our sorely needed war materials, or to allied businesses. If it is possible to change the working force three times every twenty-four hours, why would it not be possible to change in the middle of the week to a second crew? It might not be ideal, but is surely a possibility in the present dire need. Many women with children in grade school, or with otherwise large homes which require considerable care, cannot afford maids, laundry service, frequent restaurant meals if they are too tired to cook, or store-bought clothes; and they could not salvage the family's garments with careful mending, if they had to spend six full days on an outside job.

There are many women already who have eagerly answered the summons to Industry, but so far it is - in the main - a group whose home ties are at a minimum. Even these people find their lives more complicated than men by their simple personal necessities. Many girls are unable to maintain now a personal fastidiousness simply because their over-time work prevents them from having enough hours away from the office to care for personal details. Even the married women in industry are bothered by their inability to buy groceries at a time of day when goods are fresh, or when the supply is varied and adequate. The hired maids are unsatisfactory too often because they are the "seconds" of the present limited supply. The result is that a married industrial worker worries about her chances of getting decent grapefruit in the evening market, about the spiders that are getting too numerous in the basement, the mistreatment of electric cords and appliances by the careless maid, and the need to spend her precious evening hours in a crowded market or at household jobs when she should be resting. Thievery is also sadly frequent among certain servant groups, and the wife-worker comes home at night to find a pound or two of sugar has been pilfered during the course of a week. (I know. It happened here!) Thus even the married woman who is normally considered free if her children are grown or she has none, nevertheless is unable to provide a satisfactory home for her husband who himself is probably working and worrying at a War job!

Granted that in spite of these perhaps minor handicaps the single women and unhampered married women are all earnestly at work now, there is still a seriously growing shortage of labor which absolutely must be met if we are to "Win". So why cannot these mothers, eager to get out and fight with all they have for their homes, work half of each week in a factory as they long to do, and then be allowed to hasten home and wash, iron, mend and stock up on the week's groceries the other three days?

My childhood recollections as missionary's daughter in Korea prompts my eager concern in these matters.

Very respectfully yours,

Ruth Rolf
(Mrs. T. E. Rolf)

357
list

September 14, 1942

Mr. E. F. Dunne
General Counsel
STAPLING MACHINES CO.
Rockaway, New Jersey.

War file

My dear Mr. Dunne:

We have your letter of September 7th, which was referred to the Women's Bureau for reply.

We enclose our pamphlet on labor laws affecting women in New Jersey, with references noted where there are recent changes. Since these occur in the State laws in this field, I want to suggest that you consult with Mr. Toohey, the State Labor Commissioner, for further information on application of the law.

Sincerely yours,

Mary Anderson, Director

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enc.

STAPLING MACHINES CO.
ROCKAWAY
NEW JERSEY

CABLE ADDRESS
STAPLERS ROCKAWAY NJ
CODE WESTERN UNION 5-LETTER

WOMEN'S BUREAU
SEP 8 1942
DEPARTMENT OF LABOR

SEP 8 1942
CHIEF CLERK
DEPT. OF LABOR

September
7
1942

U. S. Department of Labor
Washington, D. C.

Dear Sirs:

We expect to employ women in our machine shop, to take the place of men who are joining the armed forces.

Please advise what the Federal law provides as to

1) age of women employees in a machine shop

2) hours of work of women employees in a machine shop,

and oblige,

Yours truly,

E. F. Dunne

E. F. Dunne
General Counsel

1232

Files

WOMEN'S BUREAU
SEP 15 1942
DEPARTMENT OF LABOR

798 Beatty Street
Vancouver B.C.
September 9th 1942

Dear Mary Anderson

You write a very nice letter yourself and when you write on September 1st 1942. I remember that my Wonderful brother was born September 1st 1840 and that I am still a sentimental little boy nearly 70.

War file

I am caretaker of a vast building in which many departments are housed, including a branch training school of our Government known as War Emergency Training through which hundreds of young men and women have already passed to other spheres of activity.

It has been found that segregation is best, as the maternal instinct in most women keeps them pure minded and that very few girls are otherwise, and of the boys a few are good, and the majority have failings in morality.

The Spirit of my brother is always beside me when I speak of things pertaining to women, and I thank you for your letter.

Respectfully Yours
Cyril McEvoy.

232

September 1, 1942

Mr. Cyril McEvoy
798 Beatty Street
Vancouver, B. C.

My dear Mr. McEvoy:

I want to thank you very much for your nice letter and for your understanding of the situation in the Boeing Aircraft Company in Seattle. I understand that they have had a very few women there who have not taken the work seriously, but it seems to me that the management is at fault that those people are kept in the plant. Mr. West's outburst has done great damage to the morale in the plant and the women in the plant wrote him a very hot letter. It was unfortunate that he didn't realize that there was another way out.

Thanking you again for your very nice letter,

Sincerely yours,

Mary Anderson, Director

MA:IS

To Mary Anderson
Mother Superior of The Women's Division
United States Labor Dept at Washington.

798 Beatty Street
Vancouver B.C.
August 23rd 1942

WOMEN'S BUREAU
AUG 31 1942
DEPARTMENT OF LABOR

Madam

Mary Anderson is a nice name

The contention of H. Oliver West. Seattle aircraft executive that, "Some women pursue their social life in the factory workrooms". is a ~~p~~reflection on the management who are incompetent to handle high-speed precision tools, as women workers should be regarded, but his criticism was very opportune, as it gave an illumination of what other factory managements had to say in rebuttal. one of which amused me.

According to John McEraw (personnel manager for Boeing Aircraft at Vancouver B.C.) "The employment of women and girls in our plants is working out very well. We start them off on the right foot, by insisting on rigid adherence to the clothing regulations laid down. We de-glamorize them as far as the job is concerned"

Would Mother be any less dear and glamourous if she had to wear one of Dad's old work shirts and a pair of his none-too-clean overalls to help him in the shop?

Simplicity being the keynote for beauty, I shall have to ask John how he does it, for if his women workers wear low-heeled comfortable shoes. white coveralls. and brightly colored kerchiefs tied about their heads, he has made them more lovely and fascinating. Respectfully Yours Cyril McEvoy.

September 8, 1942

Mrs. Mary McFarland
Employee Service
Office of Emergency Management
Washington, D. C.

My dear Mrs. McFarland:

Thank you very much for the memorandum on housing suggestions. It will be most helpful in the preparation of our bulletin. Will you extend our thanks also to Miss Bell and Miss Leahy for this substantial contribution?

Very truly yours,

Mary V. Robinson, Director,
Division of Public Information.

MVR:SLB:
[illegible]

269

September 3, 1942

-341-A-490

Mr. Luther Huston
The New York Times
Washington Bureau
Albee Bldg.
Washington, D.C.

My dear Mr. Huston:

Enclosed is the article on women in war plants which you requested. It is of the approximate length specified, but you may feel free to cut it or edit it as you may wish for your purpose.

Sincerely yours,

Mary Anderson, Director

MVR:
ec

August 24, 1942.

Mr. Luther Huston,
The New York Times,
Albee Building,
Washington, D. C.

Dear Mr. Huston,

In reply to your letter of August twenty-first, specifically requesting that we prepare for the New York Times an article pegged to the Boeing plan to segregate women, I wish to corroborate my statement over the telephone as to our compliance.

We shall also be glad to cooperate with you ~~also~~ by having it reach you within the period you specified.

Sincerely yours,

Mary Anderson, Director.

Encl.
MVR

11

The New York Times
WASHINGTON BUREAU
ALBEE BLDG., WASHINGTON, D. C.

WOMEN'S BUREAU
AUG 22 1942
DEPARTMENT OF LABOR

Aug.21,1942.

Dear Miss Anderson:-

Apropos of our telephone conversation this morning,we would like to have a piece of about 2,000 words pegged on the Boeing plan to segregate women workers. It should deal with the question of whether women really are a distracting influence in "coeducational" factories:how such factories can be organized successfully;what women contribute to industry and family life and whether they are more useful in factory than in home.

It is a very live topic and I know that you will do us a very interesting piece on it. If we can have it within about two weeks that will be fine and we shall be very appreciative of your courtesy and cooperation.

Yours faithfully,

Luther Huston

Luther Huston.

Miss Mary Anderson,
Women's Bureau,
Department of Labor,
Washington,D.C.

168

October 28, 1942

War file
Conscription

Mr. Roland Higgins
Roxbury Arms
South Roxbury Drive
Beverly Hills, Calif.

My dear Mr. Higgins:

Your letter to the President has been referred to the Women's Bureau for answer.

We are very glad that you feel we do not need a compulsury registration of women, at least at this time. We are in full accord with that. There may be a time when it is necessary, but not now. We feel that it is the last thing that should be tried.

Sincerely yours,

Mary Anderson, Director

MA:IS

f Labor

RESPECTFULLY REFERRED
FOR ACKNOWLEDGMENT
AND CONSIDERATION

M. H. McIntyre

Secretary to the President

RECEIVED
OCT 22 1942
CHIEF CLERK
DEPT. OF LABOR

WOMEN'S BUREAU
OCT 23 1942
DEPARTMENT OF LABOR

Roxbury Arms
South Roxbury Drive
Beverly Hills, Cal. ✓

Oct. 17, 1942

The President
Washington, D. C.

Sir:

We ask you to keep American labor free. We ask you not to allow compulsory registration of our women. We want to retain the freedom here that our forefathers died for, and that our boys are dying for now. You stated in June that you would have only a voluntary registration for women, but we notice that the boys in Wall Street are trying to bring about a regime hateful as those in Axis countries. We are united against Hitler and the others because they represent the despised regimented systems that enslave their subjects. No wonder Europe is in revolt!

This country should first try the American voluntary war work registration system--have central government agencies and give it publicity. Let people select the work they are trained for or wish to train for, and which they are happiest at. Forced labor will never win a war or peace. That is why this democratic country will win--our people are free and want to remain that way. We are willing to work and fight for victory, but we must be able to call our souls our own. The free, American way is the Christian way.

Yours truly,

Roland Higgins

U. S. DEPARTMENT OF LABOR
WOMEN'S BUREAU
WASHINGTON

October 28, 1942

Mr. Roland Higgins
Roxbury Arms
South Roxbury Drive
Beverly Hills, Calif.

My dear Mr. Higgins:

Your letter to the President has been referred to the Women's Bureau for answer.

We are very glad that you feel we do not need a compulsury registration of women, at least at this time. We are in full accord with that. There may be a time when it is necessary, but not now. We feel that it is the last thing that should be tried.

Sincerely yours,

Mary Anderson

Mary Anderson, Director

U. S. DEPARTMENT OF LABOR
WOMEN'S BUREAU
WASHINGTON, D. C.

OFFICIAL BUSINESS

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WASHINGTON, D.C. 25
OCT 29
9:30PM
1942

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DEFENSE SAVINGS
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#5

Not at
No order
5-2

Mr. Roland Higgins
~~Roxbury Arms~~
~~South Roxbury~~ Drive
Beverly Hills, California

Returned
to
Writer

REASON CHECKED
Unclaimed . . . . .

273

October 26, 1942

Mr. H. L. McCarthy, Regional Director
Office of Defense, Health, and Welfare
105 West Adams Street
Chicago, Illinois

Dear Mr. McCarthy:

Because of other work I shall be unable to accept your invitation to the meeting of the Seventh Conference of the Regional Advisory Council, Region VI, to be held in Chicago on November 5 and 6, 1942.

However, Miss Ethel Erickson, one of our industrial supervisors, is now in the Middle West and we hope that she may be able to reach Chicago in time to represent the Women's Bureau at your meeting. Her major interest, I believe, would be the Committee on Transportation, Labor Supply, Housing, and Related Community Facilities.

Sincerely yours,

Martha J. Ziegler,
Field Representative.

MJZ:MNG

War

202 - Riverside Drive
New York City
Oct. 18, 1942.

227.

Dear Miss Anderson,

The salaries at Arma Engineering Company have been raised and I am very glad to say the employees are all very happy over it.

The War Labor Board gave its permission for the 10% increase. The girls had previously been raised to 60¢ an hour and they now make 70¢. The girls also received a $12.00 bonus for back wages, that is those starting August 1st. to work at the company, received $12.00. This bonus was for 20 hours at 60¢ an hour.

Thank you very much for your letter.

There is a grand working spirit at this plant and I am sure it will continue. Another star has been added to the "E" flag and there will be many more.

Gratefully yours,
Mary Longstreet
℅ Mrs. Gerlach

WOMEN'S BUREAU
OCT 19 1942
DEPARTMENT OF LABOR

October 15, 1942

Miss Mary Longstreet
c/o Mrs. Gerloch
202 Riverside Drive
New York, New York

My dear Miss Longstreet:

Your letter has been received. As indicated in my earlier letter to you, the Women's Bureau does not have primary authority in such cases as this. However, it is fortunate that the National War Labor Board exists as that is the proper agency for you to connect with. The only way your objectives could be attained would be by a well-supported case presented to the Board. Once such a case is initiated, the Women's Bureau can aid you and can advise officially as to the women's wage standards for the work actually done in the plant.

From your letter I understand that the company raised wages on September 25 from 45¢ to 60¢, and that the company now plans to return to the earlier rate. I do not see how this could be done as on October 8 the National War Labor Board issued a general order approving wage increases put into effect before October 3 (but reserving the right later to order these increases withheld if inconsistent with the President's order or with the policy formulated by the Economic Stabilization Director).

From what you say, and if as you say comparable work done elsewhere in the community is much higher paid, it would not seem that the new rates would be inconsistent with the present policy. The order does not prevent the raising of wages in plants where such raises are justified (for example, if they were below rates ordinarily paid for similar work in the same community). What the order does do is to require such raises to be submitted to the Board for approval. The Board is advising that negotiations as to wages be continued and then submitted to them for approval. Rates will be considered by the Board in accordance with the facts of the case.

As stated in my previous letter, it does not seem possible that much could be done unless you have a union that can act, though individuals, of course, could write the Board in regard to such a case.

Sincerely yours,

Mary Anderson, Director

MEP:ld

202 - Riverside Drive
New York City
October 6, 1942

WOMEN'S BUREAU
OCT 7 - 1942
DEPARTMENT OF LABOR

Dear Miss Anderson,

I made a mistake in my letter of October 4th: Arma Corporation planned to pay the girls a 20 hour bonus at 60¢ instead of 45¢. To-day they were told by the president of the company there would be no 10% raise and no bonus due to wages being frozen by the President. There is a clause in the President's bill which says, salaries being under the standard wage can be raised to the standard wage prevailing. This company told the men and women there would be no 10% increase and this is a bad situation as the company happens to be under the standard wage for both men and women. The raise was suppose to be a general one Among other things, they were told the Navy contracts did not warrant such a raise. This in itself gives the real reason why they did not get the raise. The company wants to make more profits at the employee's expense.

Arma Corporation started "thinking" about a raise for the women back in April and finally on Sept 25th they were raised from 45¢ to 60¢ an hour. It took them seven months to grant these girls a raise. This is very distressing and something should be done now to make it possible to grant the employes the 10% increase they have been promised so long, and definate action for payment in the near future, not months later.

Of course they were told everything was being done about securing their increase and that the company was in touch with Washington. They swallowed this with a grain of salt, for the employes know how slow the company is to act in their behalf.

The War Labor Board is being contacted by Anna, but the Labor Board should know all the facts; especially that this is the lowest paid of all the defense plants in New York. They were told negotiations with the War Labor Board were going on for their raise.

At a time like this when these employees are giving everything they have got to put the work out fast and efficiently it is a terrible thing for a company to take advantage of them.

I hope your office can bring pressure to bear upon them, or that you can refer the matter to the department that can bring action now.

Thanks for your cooperation and thoughtfulness in this matter. Sincerely,

(over) Mary Longstreet c/o Mrs. Gerlock

Miss Anderson,

Arma does not belong to the C. I. O and there is no union that could get real action. They have a company union called the "Independent Instrument Makers and Machinists Council". I do not believe they have much power to do anything.

It is rather difficult for the employee to get action.

If you are powerless to bring pressure to bear, who should I write to?

Sincerely,

Mary Longstreet

202- Riverside Drive
New York City.
Oct. 4, 1942

WOMEN'S BUREAU
OCT 6 - 1942
DEPARTMENT OF LABOR

Dear Miss Anderson

I appreciate your interesting letter and want to thank you and the Women's Bureau for your efforts to bring about fair and equal wages for men and women engaged in war work.

The girls in Arma Engineering Corporation were raised to 60¢ an hour Sept. 25. The girls employed after August 1st. will receive a 20 hour bonus at 45¢ an hour for back wages. This is not fair as they should pay the full amount due them, but I suppose there is no way to have large Corporations do the sportsman like thing towards their employees.

The girls are very happy over their raise. They will receive a 10¢ an hour increase along with the general raise of the company Oct. 9th.

Thanks again for your sincere efforts to help the women defense workers.

Sincerely
Mary Longstreet
c/o Mrs. Gerlach

September 28, 1942

Miss Mary Longstreet
c/o Mrs. Gerloch
202 Riverside Drive
New York City

My dear Miss Longstreet:

Your thoughtful and informing letter to the Secretary of Labor has been referred to the Women's Bureau. We appreciate having the information you send.

The Federal Government has repeatedly advocated the principle of "equal pay for equal work." Recently the Army, the Navy, and the Department of Labor stated the principle, "Wage rates for women should be the same as for men, including the entrance rate."

Only last week the National War Labor Board handed down a decision in the case of a dispute between General Motors and the two unions of the Electrical Workers and the Automobile and Aircraft Workers. This upheld the principle of equal pay for equal work and directed the parties to agree to a contract based on this principle. I am enclosing a release showing our statement related to this action.

The Women's Bureau has advocated "the rate for the job" ever since the last war and has restated this principle in a small bulletin of which I am enclosing a copy. (See page 4.) The Women's Bureau is in much the same position among Federal Government Agencies as the women in the plant are in the general plant set-up.

In fact, the authority of administrative agencies of the Federal Government is limited. This subject is of a type that can be acted upon by the National War Labor Board if a dispute on the subject arises between workers and employer. The only way that such action could be taken would be through union organization and through the Union's bringing a well-supported wage case up to the National War Labor Board for decision.

Sincerely yours,

MEP:IS

Mary Anderson, Director

202 - Riverside Drive
New York City
Sept. 17, 1942

Honorable Frances Perkins
Secretary of Labor
Washington, D.C.

WOMEN'S BUREAU
SEP 19 1942
DEPARTMENT OF LABOR

RECEIVED
OFFICE OF SECRETARY OF LABOR
SEP 18 1942
AM PM
9|10|11|12|1|2|3|4|5|6

Dear Madam Secretary,

Something should be done now about the wages being paid to female workers in some of the defense plants in Brooklyn.

One standard wage should prevail now as it does in Sperry Gyroscope Co., and Ford Instrument. Girls in these plants start work on a basic wage of $22.50 per week and 60¢ and 65¢ an hour. The girls are started in other plants, (to be specific, Arma Engineering Corporation, for one), at a basic wage of $18.00 per week, and 45¢ an hour The men and boys are started at 60¢ an hour on a basic salary of $24.00 per week.

These girls are doing men's work and should receive the same wages as men. They are working harder, eating more than they ever did before, require and deserve it. In many instances they pay double fare to get to work. They rise at 5 and 6 in the morning to get to work on time. Their day of work is over at 5:30 P.M. Nine hours of work a day for six days, sometimes seven. At all times a 54 hour regular work week. Its more than just a job to them. They feel the war more keenly. They are helping to stop the Japanese menace and thats what we want them to do. They are doing their best to help win this war.

Their managers and inspectors compliment them on the work they are doing and tell them they are producing more than the men, yet they are paid less. These women put forth the extra effort to produce with efficiency and speed. It seems strange that these firms would give women the same jobs as men, but give them a lower rate of pay.

Why do not these firms show the same spirit and cooperation toward the women as to the men. They appreciate their jobs, but they do expect fairness. One must eat before one has the necessary strength to be patriotic.

Please for the sake of our country do what you can to stop this racketeering in our defense industries. The men in many plants are underpaid and the women even less fortunate. Unless this system of paying women lower wages is stopped, they will quit their defense jobs to reenter private industry where the hours are not so long, and where they will have time to volunteer for the various war services after office hours.

Very sincerely,
Mary Longstreet
c/o Mrs. Gerlach

October 16, 1942

War

Mr. John A. Lamprey
Lawrence Lumber Company
698 Essex Street
Lawrence, Mass.

My dear Mr. Lamprey:

We have your letter of October 10th, addressed to the Department of Labor, and referred to the Women's Bureau for reply.

We are enclosing pamphlets on standards recommended by the U. S. Women's Bureau for women's working conditions, that I believe will be useful in plans you are making for the employment of women.

The Women's Bureau has made surveys of certain war industries and the enclosed press releases indicate the scope and nature of two recent reports. Of interest will be a statement we have issued on typical operations on which women are now employed.

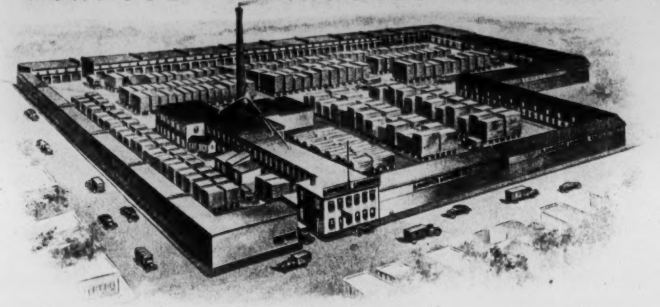
We have compiled some information on the principle of "equal pay for equal work," and a summary of portions of a forthcoming bulletin is enclosed. We believe that entrance rates should be the same for women as for men, and that wages should be based on the job, not on the sex of the worker.

Sincerely yours,

Mary Anderson, Director.

Enclosures
MA:EFN:
MHC

· LUMBER FOR EVERY PURPOSE · BARRELED SUNLIGHT FOR EVERY SURFACE ·



TELEPHONES
OFFICE 5101-5102-5103
STORE 7222

INCORPORATED 1868
LAWRENCE LUMBER COMPANY
CAPITAL $200.000
YARD & OFFICE, 698 ESSEX STREET · RETAIL STORE 543 ESSEX STREET
LAWRENCE, MASS.

October 10, 1942

WOMEN'S BUREAU
OCT 12 1942
DEPARTMENT OF LABOR

Dept. of Labor
Washington, D. C.

Gentlemen:

We have just received a subcontract to make parts for gliders. Will you kindly let us know what regulations you might have issued with respect to wages, hours, employment of women, etc., in the manufacture of same.

Yours very truly,

LAWRENCE LUMBER COMPANY

By: John A. Lamprey

JAL:PK

RECEIVED
OCT 12 1942
CHIEF CLERK
DEPT. OF LABOR

Mrs Turner
list

Welcome
So. Paul
1 to 7
wartime
max hrs.
press releases
aircraft
ammn.
Typ ope

Files
273

EXECUTIVE OFFICE OF THE PRESIDENT
OFFICE FOR EMERGENCY MANAGEMENT

THE OFFICE OF DEFENSE TRANSPORTATION
JOSEPH B. EASTMAN, Director

October 13
1942

WOMEN'S BUREAU
OCT 15 1942
DEPARTMENT OF LABOR

My dear Miss Anderson:

I want to thank you most heartily for sending me a copy of Transportation Occupations in which Women are Engaged in Great Britian.

We also were very much interested in the clipping from the Evening Star of October 5 concerning employment of women on the Pennsylvania Railroad.

Sincerely,

Otto S Beyer
Otto S. Beyer
Director
Division of Transport Personnel

Miss Mary Anderson
Director, Women's Bureau
Department of Labor
Washington, D. C.

FOR VICTORY
BUY
UNITED STATES
WAR
BONDS
AND
STAMPS

212
dist

October 9, 1942

Mr. E. Becklund
Chairman Safety Commission
Leslie Co.
Lyndhurst, New Jersey

War-Gen.

My dear Mr. Becklund:

At the present time we are informed that the following manufacturers have put on the market safety shoes for women:

H. C. Goddman Shoe Co.
Columbus, Ohio

Lehigh Shoe Co.
Allentown, Pennsylvania

Brown Shoe Co.
St. Louis, Missouri

International Shoe Co.
St. Louis, Missouri

Joyce Shoe Co.
Haverhill, Massachusetts

Marshall, Meadows and Stewart, Inc.
Auburn, New York

We are informed that Sears Roebuck stores in some localities are carrying some types of safety shoes for women. I cannot say whether any of these shoes are for sale in local stores in Lyndhurst, but correspondence with the manufacturers will, I am sure, make them available to you.

Sincerely,

MTM:ml

Mary Anderson, Director

TRADE
LESLIE
MARK

PRESSURE REDUCING VALVES
PRESSURE CONTROLLERS
PUMP GOVERNORS
TEMPERATURE REGULATORS
SELF CLEANING STRAINERS
LESLIE-TYFON WHISTLES

LESLIE CO.
FOUNDERS AND MANUFACTURERS
LYNDHURST, N. J.

TELEPHONE:
RUTHERFORD 2-4080-4081

TELEGRAPHIC ADDRESS
W U X - LYNDHURST, N. J.

WOMEN'S BUREAU
OCT 7 - 1942
DEPARTMENT OF LABOR

REFER TO FILE NO.

October 6, 1942

U.S. Department of Labor
Women's Bureau
% Mary Anderson, Director
Washington, D. C.

Gentlemen:

On page two of your pamphlet "Safety Clothing for Women In Industry," Special Bulletin #3, Paragraph six, we are advised "Several nationally know firms make safety shoes for women."

Will you kindly forward to this office at your earliest convenience a list containing the names of some of these firms who sell shoes in this Metropolitan Area.

Yours truly,

E Becklund

E. Becklund

Chairman Safety Comm.

EB:hh

The Boston Globe
P. O. BOX 189
BOSTON, MASS.

October 7, 1942

WOMEN'S BUREAU
OCT 8 - 1942
DEPARTMENT OF LABOR

My dear Miss Robinson:

I've been on a tour.. two months and almost every state in the Union. Monday was my first day back at work and here was your letter waiting for me.

It was very good to hear that you were pleased with the factory articles and I know you'll be happy to hear what happened next.

First, I had a letter from General Electric's head man in Schnectedy (never can spell that word!).. saying that they all felt I'd made a definite contribution to the war effort and a real help to the better understanding of industry.

Second, my dear boss sent me on this two months trip. It was the National Association of Manufacturers Tour.. 15 newspaper women from all over the country.. selected to visit the war plants and report on women at war.

We went from Chicago down the west coast, back to Chicago and all around the great lakes.. after the tour, I went to Des Moines, finished up the Waacs graduation and disbursement into definite assignments and then followed one Waac to headquarters in Washington, doing a two weeks story on her. I wanted to look you up, in a personal way.. I didn't know then I had a good letter from you waiting.. but there was honestly not one minute to do anything of a personal pleasure nature. You can guess the footwork involved in just getting around and then getting the getting around censored!

Next time we'll have lunch, but in the meantime, thank you again for your letter and your best wishes. I return them a hundred score.

e
Sincerly,

nell giles

October 5, 1942

War file

Mr. W. E. Lawson
Advertising Manager
The Selby Shoe Company
Portsmouth, Ohio

My dear Mr. Lawson:

Thank you very much for sending me your booklet "How Can a Lady Help to Win the War?" It is a most interesting and attractive publication.

Sincerely yours,

Mary Anderson, Director

LD

Enclosure in Research
Material

War file

November 24, 1942.

~~Union~~

Mrs. Elizabeth Vanscolina
11101 Fidelity Avenue
Cleveland, Ohio.

Dear Mrs. Vanscolina:

Your recent letter addressed to President Roosevelt has been referred to the Women's Bureau, U.S. Department of Labor for answer. In checking we find that the case of Thompson Aircraft Products Company of Cleveland and Euclid is before the War Labor Board.

On October 31 the mediator from the Board met with the company and the International Union of Electrical Aircraft and Machine Implrement Workers forthe purpose of bringing about a settlement, This was followed by a public hearing on November 20. Today, November 24, the case comes before the War Labor Board for consideration and decision. No doubt the grievances you speak of will be given full consideration by the Board.

The Union, I know, will make a full report of any decisions made.

Very sincerely yours,

Mary Anderson, Director

MA/EC
cam

Labor

11101 Fidelity Ave
Cleveland 8, Ohio
Oct 29, 1942

WOMEN'S BUREAU
1942

President Roosevelt
White House
Washington, D.C.

RESPECTFULLY REFERRED
FOR ACKNOWLEDGMENT
AND CONSIDERATION
M H McIntyre
Secretary to the President

My Dear Sir,

This letter is to inform you that conditions existing at Thompson Aircraft Products Co. Euclid Ohio should be looked into in behalf of Women Employees. The Co. will not let us work 7 days a week nor give us a 10¢ raise to compensate for our double time which was revoked. Now our wages are not enough to make ends meet in cases where we women have taken over responsibilities of homes where the men are in the Army.

We're just as patriotic as anyone else but we do expect fair treatment which in this case we are not receiving, and the girls are threatening a walkout if something is not done immediately. The Co. claims they do not need us 7 days a week. This is a National Emergency and I don't know how they can say such a thing in times like this.

Also I'm a Grinder and they do not guarantee Men's Wages for Men's jobs in cases where Women are working and producing more than the men. They cuts our wages 6¢ an hour when we go on these machines. With all the Taxes ~~to~~ we're going to pay and also being 10% Bond givers we know these wages will not be sufficient to make ends meets. Our Living expenses are far too high.

We are depending on you to try and see such things are straightened out to everyones satisfaction and to remove all dissention and dissatisfation from Gov't War Plants now and in the future.

I shall hope for an answer I am your Ardent Admirer and Defender.

Your Truly,
(Mrs) Elizabeth Vanscolina
11161 Fidelity Ave
Cleveland, Ohio.

324

War file

November 24, 1942.

Mrs. Florence Schwartz
209 Prospect Street
East Orange, New Jersey.

Dear Mrs. Schwartz:

Your letter addressed to the Secretary of Labor has come to the Women's Bureau, U.S. Department of Labor, for answer. Recently we saw an item in the daily press that a Woman Ordnance Workers Organization has been formed.

According to the item a new Army poster announcing this organization was released by the Ordnance Department. It would appear that this organization would meet the suggestion in your letter and would give recognition to industrial women workers and farmerettes.

I suggest that you write to the Army Ordnance Department in Washington for full information.

Very sincerely yours,

Mary Anderson, Director

MA/EC
cam

Routing Slip

SECRETARY'S OFFICE

WOMEN'S BUREAU
NOV 20 1942
DEPARTMENT OF LABOR

To__

[✓ Miss Anderson]
Mrs. Beyer
Mr. Demorest
Mr. Dodson
Mr. FitzGerald
Mr. Hinrichs
Miss Jay
Miss LaDame
Miss Lenroot
Mr. Lubin
Mr. McComb
Miss Perkins
Mr. Smith (Personnel)
Solicitor
Mr. Steelman
Miss Thompson
Mr. Tracy
Mr. Walling
Mr. Zimmer

____

____

Prepare reply for Secy's sig.
For direct reply
Furnish Secy. with copy of reply
[✓ For attention]
For your information
For memo
For approval
For initials
For file
For signature

Return to__________________________

*Remarks*__________________________

____

MRS. LOUIS K. SCHWARTZ

209 PROSPECT STREET, EAST ORANGE, NEW JERSEY

November 18,1942

Dear Madam Secretary,-

In my desire to assist in effecting an improvement and appreciation of the War effort proffered by the women of America, especially those in production of materiel, who are doing just as big a job as the Waacx, Waves, etc., without comparable recognition, I beg to submit, for your consideration and approval or blessings, the following program.

I should like to suggest the organizing of a medium by which the Women workers and farmerettes, will get National attention.

The organization can be called "THE WILLS" (Women's Industrial Labor Leaguers), it also evidences their will to wholeheartedly give their efforts, in every capacity, to the War Victory.

These women have left their other vocations, children and homes to serve their Country. Surely they are entitled to some applause!

I should like to be instrumental in forming a campaign and inception of such an organization; seeing to it that they are given some form of regimentation, entertainment, prizes, etc.

I am anxious to give my small measure of help to build the Morale of our beloved Country, and feel

November 20, 1942

Mrs. Dorothy Rush Masterson
Bryn Mawr, Pennsylvania

My dear Mrs. Masterson:

Your telegram today to the Secretary of Labor has been referred to the Women's Bureau.

We are sending a copy of your telegram to Mrs. Mary Rice Morrow, Director of the Bureau of Women and Children, Department of Labor and Industry, Harrisburg, Pennsylvania, who has jurisdiction over hours of employment of women in Pennsylvania.

We are also referring a copy of your telegram to Mrs. Florence Kerr, Assistant Commissioner, Work Projects Administration, and to the Children's Bureau of this Department, both of whom are interested in day care for children of working mothers.

I hope that through these agencies the problems that you face as the mother of three children, in connection with the change in hours of your shift, will be solved.

Sincerely yours,

Mary Anderson, Director

IS

November 20, 1942

Mrs. Florence S. Kerr
Assistant Commissioner
Work Projects Administration
1734 New York Ave. N. W.
Washington, D. C.

Dear Mrs. Kerr:

The enclosed telegram was sent to Secretary Perkins today. I wonder if there is anything that you can do about this, and if there is a need in that vicinity for a nursery school.

Sincerely yours,

Mary Anderson, Director

MA:IS

November 20, 1942

Mrs. Mary Rice Morrow, Director
Bureau of Women and Children
Department of Labor and Industry
Harrisburg, Pa.

Dear Mrs. Morrow:

Enclosed is a copy of a telegram sent to Secretary Perkins today. Could you look this up and let me know what you find?

Sincerely yours,

Mary Anderson, Director

MA:IS

Routing Slip

SECRETARY'S OFFICE

To__

[✓ Miss Anderson]
Mrs. Beyer
Mr. Demorest
Mr. Dodson
Mr. FitzGerald
Mr. Hinrichs
Miss Jay
Miss LaDame
Miss Lenroot
Mr. Lubin
Mr. McComb
Miss Perkins
Mr. Smith (Personnel)
Solicitor
Mr. Steelman
Miss Thompson
Mr. Tracy
Mr. Walling
Mr. Zimmer

____

____

Prepare reply for Secy's sig.
For direct reply
Furnish Secy. with copy of reply
For attention
For your information
For memo
For approval
For initials
For file
For signature

Return to____________________

Remarks____________________

____

WOMEN'S BUREAU
[illegible] 1942
DEPARTMENT OF LABOR

STANDARD TIME INDICATED
RECEIVED AT

RR

TELEPHONE YOUR TELEGRAMS
TO POSTAL TELEGRAPH

Postal Telegraph

Mackay Radio
Commercial Cables
TELEGRAMS CABLEGRAMS RADIOGRAMS
All America Cables
Canadian Pacific Telegraphs

THIS IS A FULL RATE TELEGRAM, CABLEGRAM OR RADIOGRAM UNLESS OTHERWISE INDICATED BY SYMBOL IN THE PREAMBLE OR IN THE ADDRESS OF THE MESSAGE. SYMBOLS DESIGNATING SERVICE SELECTED ARE OUTLINED IN THE COMPANY'S TARIFFS ON HAND AT EACH OFFICE AND ON FILE WITH REGULATORY AUTHORITIES.

F LA113 Q.PA26

LA178P 47 NL=TDP BRYNMAWR PENN 19

1942 NOV 20 AM 5 58

MISS FRANCES PERKINS, SECRETARY OF LABOR=
:WASHINGTON DC=

AS THE ONLY CIVILIAN IN MY HOME I ARISE 530 AM GO TO BENDIX AVIATION 8 TO 4 ACCORDING TO NEW RULES I MUST ARISE 430 AM 7 TO 3 WHOLLY IMPOSSIBLE THE MOTHER OF THREE CHILDREN AND MY HUSBAND ON ACTIVE SERVICE DO SOMETHING ABOUT IT=

DOROTHY RUSH MASTERSON.

RECEIVED
OFFICE OF SECRETARY OF LABOR
NOV 20 1942
AM PM
9 10 11 12 1 2 3 4 5 6
A

530 AM 8 4 430 AM 7 3.

War file 289 dist

November 14, 1942

Mrs. Elizabeth O. Sargent
Pratt and Whitney, United Aircraft
Hartford, Connecticut

My dear Mrs. Sargent:

I have put your question about the general performance of women in industry to several people in the Bureau. Later on we will send you some specific instances from the last war. As you already know, factory managers have said that in practically all cases their performance equals that of men, and in many cases surpasses it; articles in trade periodicals such as Factory Management, Aero Digest testify to this.

You spoke too about weight-lifting and uniforms. I am enclosing a bulletin on weight-lifting and a speech on Safety and Health Problems of Women in Industry given at a meeting of the National Safety Congress. In a bulletin called "Woman Power to Supplement Manpower," published by the Manufacturers Association of Connecticut, I found these two paragraphs:

1. Lifting strength of the average woman runs a little more than one-half that of the average man. Pulling strength is about two-thirds that of the average man.

2. The general rule for limitation of weights for women is 35% of their body weight. In different shops the maximum limits vary from 25 lbs. to 65 lbs., but in general, results are harmful when women lift weights over 40 lbs.

I talked with Mrs. Mettert, the Women's Bureau staff member who works on safety and health problems of women in industry, about materials that have been satisfactory for uniforms. I am having copied some material from a report made by the N.Y.A. on materials for uniforms for industry. Mrs. Mettert also suggests that a good source of information on materials is the Bureau of Home Economics, Division of Clothing and Textiles, Department of Agriculture, Washington, D. C. The Cluett-Peabody Company, New York City (if you have not already contacted them) should be able to help you too. If you are interested in the experience of other plants, you might write to Miss Alberta Johnson of Allis Chalmers, Milwaukee, to Miss Sara Southall, the International Harvester Company of Chicago, and Dorothy Costello of the International Harvester Company at St. Paul, Minnesota. These two companies have also experimented with different kinds of head coverings.

I want to thank you again for your help and for the time you gave me. It was a pleasure to see the plant with you.

If you ever have any questions about anything connected with the employment of women, please feel free to write Miss Mary Anderson, Director of the Women's Bureau, and all the information or help available will be given you.

Sincerely yours,

Mary W. Cannon
Chief
Inter-American Division

ENCLOSURES 6

MWC/upb

Typical Operations on which women are employed in war production
Women's Employment in Aircraft Assembly Plants in 1942
Lifting Heavy Weights in Defense Industries
Safety Clothing for Women in Industry
Safety and Health Speech
Copy of N.Y.A. report

From an N.Y.A. report dated May 1941

C. Cost and Source of Purchase

The cost of findings will be identical, regardless of the kind of material selected, and includes:

Snaps	$ .10
Thread	.15
Tape	.10
	$ .35

A suit and cap, size 16, require approximately 6 1/2 yards of material. The cost of a suit and cap, with findings, is estimated at one of the following totals, according to the price of the material chosen. They may be purchased from the following firms, or from others.

1. Denim -
   6 1/2 yds. at 14 cents per yd., plus findings $1.26

   May be purchased from Joshua L. Bailey & Co.
   40 Worth Street
   New York, New York

2. Herringbone Weave Cotton -
   6 1/2 yds. at 18 cents per yd., plus findings 1.52

   May be purchased from McCampbell and Co.
   40 Worth Street
   New York, New York

3. "Dan-Twill" -
   6 1/2 yds. at 15 1/2 cents per yd., plus findings 1.36

   May be purchased from Riverside and Dan
   River Cotton Mills, Inc.
   40 Worth Street
   New York, New York

4. "Lindale Twill" -
   6 1/2 yds. at 13 1/2 cents per yd., plus findings 1.23

   May be purchased from Pepperell Mfg. Co.
   40 Worth Street
   New York, New York

5. "Broadlan" -
   6 1/2 yds. at 28 1/2 cents per yd., plus findings 2.20

   May be purchased from Albert H. Vandam Co. Inc.
   64 Worth Street
   New York, New York

281

November 14, 1942.

War file

Mrs. Alma Phillips,
Blandville Road,
Paducah, Ky.

My dear Mrs. Phillips:

Your letter to the Secretary of Labor has been referred to the Women's Bureau for reply.

We are most sympathetic with you in your employment problem. Any legislation that would freeze workers in their jobs has been deferred by President Roosevelt for the present time, at least. There is, therefore, no reason why you should not be free to work where you please. I suggest that you go or write to the local office of the U. S. Employment Service there in Paducah and state the facts just as you did in your letter to us. Giving them a clear picture of the case will enable them to help you.

If we can be of any further assistance we will be glad to have you write to us again.

Sincerely yours,

Mary Anderson, Director.

WOMEN'S BUREAU
NOV 6 1942
DEPARTMENT OF LABOR

Paducah Ky.
Nov 2. 42.

Miss Frances Perkins.
Secretary of Labor.

Am writing you for some Information.

I was working for M. Fine & Son Shirt Factory at Paducah, Ky.

This factory has some Defense Work, not enough to keep us at it at all times.

I am a Widow through death and have two Children.

I thought I could make more money at a Shell loading plant at Viola

over

Ky. I went out there and they will give me work. As I have passed the Examination.

I quit the Shirt Factory two weeks ago, - and Mr Fine will not let me go to work out there, for why I dont know.

Will you please advise me if he can or cannot keep me out of work.

Please advise by Return Mail.

Yours Truly.
Mrs Alma Phillips
Blandville Rd
Rt 1
Paducah Ky.

AFTER FIVE DAYS RETURN TO
Mrs. Alma Phillps.
Blandville Road Rout 4
PADUCAH, KENTUCKY

PADUCAH, KY.
NOV 2
5:30PM
1942

Miss Franciss Perkins.
To Secritary of Labor.
Washington
D.C.

November 10, 1942.

Mr. M. E. Lininger,
Walter F. Smith & Company
145 Academy St.,
Trenton, N. J.

War file

My dear Mr. Lininger:

We have requested the National War Labor Board to send you a copy of the President's order relating to stabilization (Executive Order No. 9250); also copies of orders issued by the War Labor Board explaining and interpreting the President's order.

Sincerely yours,

Mary Anderson, Director,

LS/nb

ESTABLISHED 1896

WALTER F. SMITH & COMPANY

INSURANCE REAL ESTATE

145 ACADEMY STREET

TRENTON, N.J.

INSURANCE DEPARTMENT
WALTER F. SMITH, PRESIDENT
JAMES L. MARTIN, EXECUTIVE VICE PRESIDENT
WALTER F. SMITH, JR., VICE PRESIDENT
WILLIAM E. SHUMAKE, VICE PRESIDENT
H. GRADY BROOKS, VICE PRESIDENT
MEREDITH HAVENS, VICE PRESIDENT
HARVEY K. PARTRIDGE, JR., ASS'T. SECRETARY
ROBERT E. KARNS, ASS'T. SECRETARY
RAYMOND M. MYERS, ASS'T. SECRETARY
WILSON F. STURDEVANT, ASS'T. SECRETARY
RAULAND P. SMITH, TREASURER
ROYCE V. HAINES, ASS'T. TREASURER

REAL ESTATE DEPARTMENT
PAUL L. KNOEBEL, VICE PRESIDENT
FRANK B. PARKER, JR., SECRETARY
WILLIAM SPREAT, ASS'T. SECRETARY

November 9, 1942

WOMEN'S BUREAU
NOV 10 1942
DEPARTMENT OF LABOR

Miss Mary Anderson
Director of Women's Bureau
U. S. Department of Labor
Washington, D.C.

Dear Miss Anderson:-

We are anxious to obtain a copy of the recent order regarding stabilization of wages and salaries and the New Jersey Labor Board has referred us to you. We shall sincerely appreciate your assistance if you will send to us a copy of this order.

Likewise can you tell us if there is anything in the order which restricts the granting of salary increases and bonuses at the end of the year to employees making less than $5,000 per year, in accordance with a regular plan which has been practiced for several years?

Yours very truly,

WALTER F. SMITH & COMPANY

By M. E. Lininger

L

12/

~~Mrs. Hetter~~
Files 9.2.2

November 7, 1942

Miss Carol Linn
Associate Editor
Department Store Economist
100 East 42nd Street
Pershing Square Building
New York, N. Y.

War file

My dear Miss Linn:

We have your letter of November 3rd, and enclosed is material we have for distribution on women workers in war industries. This includes our industry surveys, our pamphlets on recommended standards for women's working conditions, and (in the August Labor Information Bulletin) a brief statement about our community surveys.

I believe answers to many of your questions will be found in these enclosures.

A special statement showing trends in woman employment is included. In April 1942, there were 2,380,000 women wage earners; of these 471,000 were employed in "durable" goods industries, 1,909,000 in "non-durable" goods. Women comprised 80 percent of all employees in non-durable goods industries.

Wages of women are on the average undoubtedly higher than several years ago, assuming women have benefited as well as men in the wage increases granted. The table enclosed will be of interest, giving percent increase for all employees from August 1941 to August 1942; the industries selected are the largest woman-employing ones. The greater change in average weekly earnings is due to the overtime worked, when 1½ the regular rate is paid.

We are referring to the Office of Price Administration and Office of Defense Health and Welfare Services your question as to distribution of bulletins on home problems and good buying habits to these women.

I hope this material will be useful in preparing your article.

Sincerely yours,

Mary Anderson, Director.

Enclosures
MA:RFN:
MNG

Should have mentioned NY + Ill monthly Labor depts. wage data

Percent increase in earnings
Aug. 1941 - Aug. 1942
(men and women combined)

	Average weekly	Average hourly
Manufacturing	23.9	15.9
Durable goods	25.9	16.7
Electrical products	16.3	10.5
Jewelry	20.5	20.0
Pottery	11.7	15.0
Non-durable goods	15.3	12.1
Textile fabrics	20.6	16.3
Wearing apparel	6.2	7.5
Food and kindred products	13.1	11.8
Tobacco manufacturing	19.2	12.6
Rubber products	18.0	9.2
Boots and shoes	8.5	11.0
Nonmanufacturing		
Trade		
Retail	5.4	6.7
General merchandise	4.8	4.8
Apparel	7.0	8.0
Hotels (year-round)	10.6	12.8
Laundries	8.9	8.6

Source: U. S. Bureau of Labor Statistics

DEPARTMENT STORE ECONOMIST

A Chilton Publication

100 EAST 42ND STREET PERSHING SQUARE BLDG.

NEW YORK, N.Y.

November 3, 1942

Women's Bureau
United States Department of Labor
Washington, D. C.

Gentlemen:

I am writing an article on women war workers, and would like to get from you accurate information on several points.

I understand that you have issued a bulletin on the correct clothes advised for these women. I would like to be sent one of these and any other bulletins which you may have issued pertaining to this growing group of workers.

MTM

I am particularly interested in their clothes; typical working hours and relating problems; information pertaining to wages, specially if they are, in general, higher than most women were earning before they went into war work; how many women are now employed in such industry, and how many are expected to be employed by the end of 1943; if there are any bulletins on home problems and good buying habits being distributed directly to these women; if there is a great possibility of drafting much larger numbers of women into war work.

copy this
for reference
slip to OPA,
ODHWS

If there is any charge for these bulletins, would it be possible for you to send them C. O. D.? As always on any publication, we are working against time.

Sincerely,

Carol Linn

Carol Linn
Associate Editor

WOMEN'S BUREAU
NOV 4 1942
DEPARTMENT OF LABOR

CL;BW

November 9, 1942

Office of Defense Health and Welfare
Services
Social Security Board Building
6th and Independence Avenue, S. W.
Washington, D. C.

Letter from: Miss Carol Linn
Associate Editor
Dept. Store Economist
100 East 42nd St.
Pershing Square Bldg.
New York, N. Y.

Miss Linn desires information as to distribution of bulletins on home problems and good buying habits of women war workers.

Mary Anderson,

November 9, 1942

Office of Price Administration
Tempo Building No. D
6th and Independence Avenue, S. W.
Washington, D. C.

Letter from: Miss Carol Linn
Associate Editor
Department Store Economist
100 East 42nd Street
Pershing Square Bldg.
New York, N. Y.

Miss Linn desires information as to distribution of bulletins on home problems and good buying habits of women war workers.

Mary Anderson,

Winifred Raushenbush 1-309

War files

November 6, 1942

Mr. Arnold Mitchell
Coward McCann, Inc.
2 West 45th St.
New York City.

My dear Mr. Mitchell:

Thank you very much for sending us a copy of Miss Raushenbush's book: HOW TO DRESS IN WARTIME.

Miss Raushenbush wrote us on July 28th sending Chapter 9, and parts of Chapter 20, and asking us to check them for accuracy as well as to make suggestions. We have been interested to examine the book to see if they were incorporated.

We did not have copy of the Appendix, and the statement on page 182 is incorrect; ..."Women's Bureau... which has designed the best defense industry uniforms we have to date." The Women's Bureau has never offered any special design as its own work, nor would it stamp any style as "approved", unless the specific job were named.

The chapter devoted to the wartime worker is a very readable description of the present clothing problems of the woman industrial worker and some solutions to those problems. It should prove both entertaining and useful reading to those interested in the safety and welfare of the millions of women entering industry.

If you wish to use the above paragraph for publicity purposes, we would have no objection to its direct quotation.

Sincerely yours,

Mary Anderson, Director

rfn
ec

COWARD McCANN
INC.
PUBLISHERS
2 WEST 45th STREET, NEW YORK

WOMEN'S BUREAU
OCT 20 1942
DEPARTMENT OF LABOR

October 19, 1942

Dr. Mary Anderson
Women's Bureau
Dept. of Labor
Washington, D. C.

Dear Dr. Anderson:

We are sending you under separate cover an advance complimentary copy of Winifred Raushenbush's HOW TO DRESS IN WARTIME. This book which was completed July 1st by the writer has taken four months to get into print owing to wartime conditions. We are confident, however, that since it was written not for a particular season but for conditions which will remain for the duration it is in no way dated.

As you will see by the preface, Miss Raushenbush decided as a matter of tact and taste to express her indebtedness for the very generous help she received from many government officials by making a general statement about this help rather than by mentioning individuals or departments. You have undoubtedly seen parts of the manuscript. We thought you would also like to see the manuscript in its completed form.

Interest in this book on the part of the New York press is very heartening. It is being ordered by economics teachers in colleges as reference reading for students. Miss Raushenbush, as you may or may not know, is, in addition to being a journalist, a research sociologist, whose writings on the sociology of fashion are listed in the Encyclopedia of the Social Sciences.

We would greatly appreciate it if you could find time to give us your opinion of HOW TO DRESS IN WARTIME. Might we have permission to quote in our publisity work whatever you write?

Sincerely yours,

Arnold Mitchell

Arnold Mitchell

AM:ALC

August 8, 1942.

Miss Winifred Raushenbush,
Flatbrookville, New Jersey.

My dear Miss Raushenbush:

It occurs to me that the actual situation regarding use of uniforms in aircraft assembly plants and in the ammunition plants, as described in our forthcoming bulletins, could be very useful for your book on clothing, and I see no reason why you should not have these excerpts. Yesterday we sent you data on age based on these recent surveys, for articles you will be writing in the near future. Your book would probably not be out in advance of our receiving the bulletins from the printing office.

You will note these excerpts present the statistical picture, at the time of our visit to the plants (spring of 1942), and I believe you will find them of great interest.

We have one more comment to offer, as an addition to your paragraphs on design of uniforms. Where the women are required to wear a one-piece uniform, the uniform should be designed with a drop seat. This point is not specifically mentioned anywhere in the Bureau of Home Economics pamphlet on work clothes, nor is it brought out in our bulletin on safety clothing. (This will be taken care of when it is revised.) We are not sure how widespread the use of such uniforms is - but we do know from our agents of one instance where an entire new supply of uniforms had to be ordered, when it was found the design was not satisfactory in this respect. It is obvious there is great inconvenience, and an unnecessary loss of time, in having to practically disrobe every time one finds it necessary to go to the dressing room. Perhaps you can give a sentence, to this, to cover all necessary points when discussing the subject of design.

Sincerely yours,

RFN
erb

Mary Anderson, Director

Encl.

WOMEN'S BUREAU
U. S. Department of Labor
Washington

To accompany letter of August 8 to Miss Raushenbush

Extracts from Women's Bureau bulletin "Women's Employment in Artillery Ammunition Plants, 1942."
(Plants visited were new plants situated in eastern, southern, and middle western parts of the United States.)

UNIFORMS.

Three-fourths of the plants already operating reported that some women employees were required to wear uniforms, and at least 2 others expected to have uniforms later. In a number of plants only those women on hazardous occupations, or in certain types of hazardous work, were required to wear uniforms. At the time of visit, women in bag-making departments generally were not wearing a uniform but some of them expected to begin this practice later. Two types of uniform were being used, some kind of a washable slack suit and a cotton one-piece dress. For purposes of safety, slit pockets and rubber buttons were commonly used on these uniforms.

Some plants stated that employees' uniforms were provided by the company, but even in instances where the employees were supposed to provide their own, all laundering was done by the plants. This is really essential from the point of view of safety. Persons working in explosives departments are supposed to wear safety shoes; also, there are other safety regulations generally followed, such as stipulations against the wearing of metal hairpins and jewelry, or any other kinds of metal, in areas where such articles might cause and explosion.

WOMEN'S BUREAU
U. S. Department of Labor
Washington

To accompany letter of August 8 to Miss Raushenbush

Extracts from Women's Bureau bulletin "Women's Employment in Aircraft Assembly Plants in 1942."
(26 plants visited in 9 States)

UNIFORMS AND WORK-CLOTHING STANDARDS.

War -production girls in natty uniforms with firm insignia have made good newspaper and magazine pictorials. Actually most of the firms were not requiring definitely stipulated types of work clothing for women any more than for men, and stated that they were opposed to such regimentation and were merely requiring that women be safely and suitably dressed for work. Such requirement usually recommended slacks and simply made shirts or blouses, with short uncuffed sleeves loose-fitting enough to be comfortable but not so loose as to catch in the machinery. Low-heeled shoes with a closed hard toe were recommended for comfort and as a safety measure. Rings and jewelry around moving machinery are dangerous and were discouraged; a bracelet or rings caught in a machine may mean the loss of an arm. Heavy hair nets, bandannas, or caps often were required of all girls working on or near machinery, as stray curls caught in a whirling machine may mean a scalping as well as the loss of hair. Several of the companies had prepared written suggestions and instructions for women's work clothing that were presented to each new female employee.

Several plants in some cases at the request of the women themselves, had approved company uniforms for women, which were sold at the plant ot at local stores. In a few instances the wearing of the company uniform was required, and when required there usually were repercussions on the part of some of the women, especially of women who had been employed in the fabric divisions before the present emergency and felt that there was little need or glamor in such regimentation. Typical of the types and cost of required uniforms were the provisions of one large aircraft company that had arranged for a local merchant to sell three types of garments, the cheapest a blue-denim coverall sold at $3.50, next a 2-piece shirt and slack cotton-gabardine suit for $5.50, and for those who desired a finer work suit, a shirt and slack suit of closely woven rayon and better workmanship at $8.95. T he last named suitable only for the cleaner jobs, such as factory clerk and some of the inspection where the worker is not exposed to oil, grease, and dust, or cuts from sharp edged tools. Whether or not required, the women usually wore slacks, low-heeled shoes, and some protective hair covering.

Goggles or plastic eye shields were required for women on the same jobs on which they were required for men, and almost all the women who were welding or were grinding, polishing, or operating other machines from which particles of metal fly out, were observing this precaution. Some of the firms furnished goggles and shields as company equipment.

August 6, 1942

Miss Winifred Raushenbush
Flatbrookville, N. J.

My dear Miss Raushenbush:

With further reference to your recent letter, I am sending you some information on age from two reports soon to appear in print, based on our own investigations.

In addition, we have just made a survey in New Jersey, including not only a visit to factories, but home visits to the workers, and age data will be available from this, but I do not believe we can furnish you with information on it in the very near future. The field work is just completed, and our statistical division has the "returns." If you want to write us later on we can let you know how far along the report is.

The U. S. Employment Service hasn't printed anything yet as to ages of women being placed in war industries, but I am sure age information is available on the office records. This would be the government agency of course to turn to for specific country-wide information on age, as it is in charge of recruiting and placing, and therefore knows employers' hiring specifications.

Sincerely yours,

MA:RFN:
MMG

Mary Anderson, Director.

WOMEN'S BUREAU
U. S. Department of Labor
Washington

To accompany letter of August 6 to Miss Raushenbush

Extracts from Women's Bureau bulletin "Women's Employment in Aircraft Assembly Plants in 1942"
(26 plants visited in 9 States)

Age.

Most of the plants reported a minimum hiring age of 18 years but usually made the qualifying statement that preference was given to women over 21 and often added that women from 25 to 40 years were preferred. Upper age limits were not definitely admitted, and women in their fifties or even sixties were pointed out, but actually the older and middle-aged women were a small group. Aircraft being a new industry has been one of young workers and the average age for both men and women has been under 30. The most usual average ages reported for women ranged from 26 to 28 years and for men the average was even less, which has resulted in serious inroads by the armed forces and has caused a revision of age standards and a stimulated interest in the employment of women.

Extracts from Women's Bureau bulletin "Women's Employment in Artillery Ammunition Plants, 1942"
(Plants visited were new plants situated in eastern, southern, and middle western parts of the United States.)

Requirements for Hiring.

In most plants the minimum age limit for women was 18 years; 3 were hiring no women under 21. In the beginning there apparently was a tendency to hire the younger workers, but over half of the operating plants reported no maximum-age restrictions for women. A number of women obviously over 40 were seen at work in some plants, but the majority probably were under 35. Most of the operating plants require physical examination prior to employment, which frequently includes tests of the heart, lungs, eyes, ears, and blood pressure; another plant was planning to give such examinations. The physical examination requirements probably tend to favor the younger group of workers.

August 4, 1942

Miss Winifred Raushenbush
Flatbrookville, N.J.

My dear Miss Raushenbush:

We have your letter of July 28th, enclosing parts of your book relating to information along the lines of our work. We appreciate your sending these to us for comment, and our first remark would be that it is a contribution to the field; it looks like a good thing for the market, and you have handled the subject most interestingly.

I did not know Miss McKelvey was getting out a bulletin on safety clothing. If the title as you give it is correct, it is so similar to ours that I am sure confusion will result. The Women's Bureau is the Government agency authorized to set standards for the safe employment of women. Since the Bureau agents are constantly following the changes in industry, we shall publish promptly revisions or additions to clothing standards that may be necessary.

As to your request for material on age data for women in defense industries, I shall see what we have and shall be glad to send you some statement if we cannot furnish any statistics.

I don't believe that it matters how you handle your words of thanks in the preface, so long as it is uniform as between the various Government agencies.

We have gone over the pages you enclosed, reading them for accuracy and general impression to the lay reader, and our comments are given on the enclosed sheets.

We are keeping the table of contents for your book, and returning the manuscript pages.

Sincerely yours,

Mary Anderson, Director

rfn - mtm
ec

August 4, 1942

To accompany letter of August 4th, 1942, to Miss Raushenbush:

CHAPTER 9--

Page 1:

We have stopped making estimates for woman employment in 1943. I do not know what you will want to do with the statements you now have on this subject, on this page and also later on in Chapter 20. The following represents the extent of our "hand-out" on employment estimates:

> On the basis of the increase of women workers during the first 6 months of 1942, nearly 2 million more will be added during the year, most of whom will be new workers. Total woman employment in 1942 thus will reach a peak of over 15 million. It is estimated that about 3½ million of the employed women will be on war work as compared to 1½ million in the spring.
>
> Many factors enter into the determination of estimating woman employment: The estimate of men to be included in the armed forces by the end of 1943 (all the way from 6 to 10 million); the extent to which ships are available to carry finished materials abroad; the distribution of raw material; the changes in the type of equipment made; the shifts in the plans for the use of the armed forces - these and many other factors make careful estimates of actual woman labor of more than a few months' period unsound. The biggest factor, I believe, is how extensive the policy will be on occupational deferment of men of draft age.

It is true we sent you the estimated numbers for 1943 in our earlier letter, but in view of delays in policy decisions here in Washington and the other factors mentioned, we have decided not to give any 1943 estimate now.

Page 2-3:

We have a rather interesting story about one large plant in the Middle West, who wrote us for information and advice on uniforms for the girls to be hired by the thousand in the new unit being opened. After receiving our bulletin on clothing, and after some~~y~~ investigation of what the market offered, the employer called in a manufacturer and told him what he wanted and to produce it to meet the requirements set forth in the Women's Bureau bulletin. (This is a true story and is not offered as a plug - to use an expressive radio term - for us.)

Page 3-4:

The discussion here seems a little unbalanced in emphasis. First an individual is named, Clarice Scott, then a Government agency, the Women's Bureau, and then another individual, Thelma McKelvey.

Clarice Scott is a staff member of the U. S. Bureau of Home Economics, in the division of textile and clothing (but not the chief of the division). She corresponds to Margaret Mettert, staff member of the U. S. Women's Bureau, in the research division here, who is the author of our bulletin on safety clothing, and who is named in the letter of transmittal. Thelma McKelvey, who went over to the War Manpower Commission when the Labor Supply Division of the War Production Board was transferred to the Commission, is a staff member also there. ~~has no defined status as yet.~~ We would prefer not having the individual named, unless all could be.

The publication of the Bureau of Home Economics on clothing does not mention Clarice Scott as the author. It is our understanding that she wrote it - but it would seem better to name the Government bureaus straight through than to personalize just some of them.

This is not meant in any way to disparage the work of Miss Scott or Miss McKelvey. (But I can't help but say that the statement you use from the latter is what the Women's Bureau said in its bulletin some 15 months ago.) As to further investigation, the Government policy always has been to point out what other manufacturers have found satisfactory (but, of course, meeting the safety requirements laid down by the appropriate Government agency) and leaving the final selection of style to the employer; it is very rare that "approval" is given to one firm's product to the exclusion of others on the market.

I think it important to say that if the factory selects the uniform, the usual practice is to sell it at cost.

Page 5: As to pockets, see Women's Bureau bulletin, p. 5.

The last sentence of this first paragraph should be changed. We do not know what your source is, but our data would not show this statement true. From one-fifth to two-fifths of women's injuries are due to falls. This is the only type of accident that could be attributed to high heels. I think the most you can say is something like this: "High heels are an accident hazard."

In the next papagraph that begins on this page, I wonder if the two sentences might not be reversed, so as to avoid having the reader think this equipment is an after-thought and of only secondary importance. In many factories, these articles of safety equipment are so important that an employee is discharged for refusing to wear them. The paragraph will begin and end something like this, then:

(Page 5 cont'd.)

You do not have to wonder whether you need these: The factory will tell you if you are to wear goggles, gloves, steel capped shoes, special types of aprons, or other safety devices. In many factories there is strict enforcement of such requirements.

In the next paragraph, about goggles, a sentence should be added stating that there are many safety equipment companies that sell approved goggles.

CHAPTER 20--

Page 2: See typed comment for Page 1 of Chapter 9.

Page 3:

We can not check your statement about there being over 5,000 occupations suitable for women; the bulletin of the Employment Service ("Occupations Suitable for Women") does not have its data added to show just this - but perhaps you got it from other sources.

rfm - mtm
ec

Flatbrookville, N.J.,
July 28, 1942.

WOMEN'S BUREAU
JUL 30 1942
DEPARTMENT OF LABOR

Dr. Mary Anderson,
Women's Bureau,
U.S. Dept. of Labor,
Washington, D.C.

Dear Dr. Anderson:

Ret'd to her

I enclose Chapter 9 of "How To Dress In War-Time" which contains two references to the Department of Labor, and also part of Chapter 20, which contains several statistical estimates in relation to women workers.

I should appreciate it very much if you would check these chapters for accuracy and make any suggestions that occur to you.

Miss McKelvey said in a letter that she was sending me a copy of a new bulletin titled approximately "Safety Clothing For Women In Defense Industries", but it was not enclosed. If this bulletin was also published by your bureau I should like very much to have it as I may be doing farther writing about this matter.

In the Preface I say: "For assistance in the compilation and interpretation of data the writer is indebted to numerous officials of the Federal Government. The writer assumes full responsibility for any errors of fact or interpretation." I had originally planned to name the heads of all the departments from whom I had received such extremely generous help, but since one individual in one department remarked that this might be embarassing, I decided to use the more general form indicated.

I am now working on two magazine artciles which my agent will attempt to sell to such magazines as Colliers, the Post or Reader's Digest. In connection with these articles, there is one kind of data that would be extremely useful if I could get it, and that is data concerning the ages of women in defense industries. If your department at any time collects and publishes any releases on this subject, would you be so very good as to send me one? If there was sufficient data on this subject, I might in fact be able to make it the subject of a single short article.

With many thanks for your help, I am, ~~sincerely~~,

Sincerely,

Winifred Rauschenbusch.

Book to be published by Coward McCann about Sept. I. Author: Winifred Raushenbush.

HOW TO DRESS IN WAR-TIME.

Section I. RIDING THE SHORTAGES

~~Chapters~~
I How Short Are Clothing Shortages?

2 Warmth Without Wool

3 Figures Are Not Restricted

4 Painted Legs and Purple Stockings

5 Color Helps Morale

6 Is Clothes Rationing Coming?

Postscript: Shortages: I766

Section II. ARE SLACKS THE ANSWER?

7 What The War-Time Worker Is Wearing.

8 Slack Costumes For The Average Figure

9 Slack Costumes For The Hour Glass Figure

IO Slack Costumes For The Wide Shouldered Figure

II Slack Costumes For The Naturally Slender Figure

I2 Co-ordinating Your Slack And Skirt Costumes

~~Chapter~~
I3 Functional War-time Accessories.

Section III. Washington Fashion-Go-Round.

I4 War-time Prices

I5 When Is A Hoarder Not A Hoarder

I6 The Ideal War-time Wardrobe Is A Quality Wardrobe.

17. You And The Fashion-Go-Round

18 This Is A Patching War

Section IV. BLUE PRINT OF THE FUTURE

19 Victory Models And The Post-War Fashion Cycle

20 Toward An American Style

APPENDIX.

Comment
309

WINIFRED RAUSHENBUSH
222 West 23rd Street
New York City
CHelsea 3-3700

June 20, 1942.

Dr. Mary Anderson,
Womens' Bureau,
U.S. Dept. of Labor,
Washington, D.C.

WOMEN'S BUREAU
JUN 22 1942
DEPARTMENT OF LABOR

Dear Dr. Anderson:

Thanks you very much for your extremely valuable letter.

I shall send you my chapter on work uniforms as soon as it complete, and shall be very grateful if you have time to read and check it for accuracy, and to make any suggestions in relation to tone which occur to you.

Sincerely,

Winifred Raushenbush.

June 16, 1942

Miss Winifred Raushenbush
Chelsea Hotel, 222 West 23rd St.
New York City.

My dear Miss Raushenbush:

We have your letter of June 11th, regarding material for your new book.

We are always willing to have quotations from our bulletins used; I know you will give the proper source references. (There are many articles today about women workers in the war industries, and some of them we find have used our material, but in no place is the U. S. Women's Bureau given credit).

As to your specific questions, we are answering them in your order:

(1) The American Standard Safety Code for the Protection of Heads, Eyes, and Respiratory Organs, published as "National Bureau of Standards Handbook H-24" in 1938, gives characteristics of approved goggles for work requiring their use. A number of well-known safety equipment firms carry goggles of approved types. An announcement about one is enclosed.

Another firm is the American Optical Company with 200 branches in practically all industrial centers of the United States. This company also publishes an interesting chart classifying eye-hazardous occupations by type of goggle that should be worn. (If you can get a copy of this chart you would find it of great interest).

(2) We are sending you a picture of the NYA uniform and cap. Please return it when you have finished with it. For further information write Miss Greta Franke, NYA., Washington, D.C.

(3) I understand Sears-Roebuck is selling a ski-type garment. (The NYA work garments include one of the ski-type. So also does the U.S. Bureau of Home Economics).

(4) Pliofilm, vinylite and koroseal probably are not going to be available, unless with priorities. Dr. Louis Schwartz, chief of the dermatoses investigations section of the National Institute of Health (Washington, D.C.) has this to say about gloves made of these materials:

> Gloves made of pliofilm, koroseal and vinylite are not yet manufactured for commercial purposes. Koroseal and vinylite gloves have been made experimentally in the laboratories of the B. F. Goodrich Company (Koroseal), and the Union Carbon and Carbide Company (Vinylite). These materials, however, could be obtained before priorities went into effect and sleeves, aprons, hoods, and coveralls could be made from them.
>
> A material known as resistoflex (polyvinyl alcohol) is obtainable in the form of gloves from the Resistoflex Corporation of Belleville, New Jersey. This material is protection against practically all solvents but softens if exposed to water.

We are enclosing a list of firms manufacturing women's slack suits and overalls. We send it with some hesitation as the Women's Bureau has not checked or made a survey of these firms and we cannot in any way recommend their product. If you wish to put it in the appendix to your book, we would not want you to use the Women's Bureau name.

We have recently received some interesting photographs from the Curtiss Propeller Division plant of Curtiss-Wright, at Caldwell, N.J., and if you have not been in touch with their public relations department, I suggest you write Mr. Wm. H. Bayne, Jr., about your book and ask to see the photographs he has available of their women employees.

On this subject of uniforms and slacks, I presume you have already noted that the job in some cases will govern the actual design of the uniform. Pictures we have seen where women are working on rubber boats show the slacks to be very loose and baggy, allowing plenty of room for the stretching and reaching required in the job.

We have some estimates to give you about women employed in war production. The enclosed mimeographed pamphlet on woman employment in 1914-18, will give you statistics on the last war. We have nothing about women on farms in 1918, but I suggest you write the U.S. Bureau of Agricultural Economics for the release of April 16, 1942, "Farm Labor Report", in which information is given on women on farms today.

In non-agricultural war employment, which includes war manufacturing, Government, and all war work except the armed forces, the Department of Labor estimates that in the first quarter of 1942, 8.5 million were employed, one million of these being women; in the fourth quarter of 1942 it is expected that the total war employment will be 15 million, including 2.5 million women; and by the fourth quatter of 1943, there will be 20 million war workers, includihg 4 million women.

Aircraft and small-arms ammunition plants (shell loading and bag loading) are two major war industries that employ large numbers of women and are rapidly taking on more. The ammunition plants - including the Government arsenals - are now employing about 80,000 women, and it is estimated this number will increase more than three-fold by late summer.

The aircraft assembly plants began taking on women in the fall; in October about 2,000 women were employed in this industry. In April this number had increased to over 17,000, and when the plants reach the peak of production, the Women's Bureau estimates over 100,000 women will be employed on productive work.

As to the total employment of women, in April it was estimated nearly 13 million were employed; some 3 million of these were in manufacturing industries. The ratio of women to men workers in war production was about 1 to 8 - in April 1942.

The statement of Mr. McNutt has been widely quoted, and is based on information gathered last fall by the U. S. Employment Service (which is in the Federal Security Agency, of which Mr. McNutt is Administrator). I do not know that we would make such an over-all estimate, as in some industries the proportion of women would be higher, and in others much less. His statement is useful, however, in making the public realize how great will be the numbers of women eventually employed in the war production effort. The New York City area has presented a discouraging situation for women out of jobs, but the western part of New York State, and also up-State New York, have had trouble recruiting enough women as trainees in the vocational defense training courses. I suggest you consult the U.S. Employment Service office in New York City for more definite information.

If you have further questions, we shall be glad to send the information if we have it.

Sincerely yours,

Mary Anderson, Director

P.S. We shall be glad to review your manuscript when you have it ready.

rfn MTM.
ec

Enclosed list of firms (from MTM)
statement on Illinois laws to (")
NYA picture
Last war
Sp 7 & 8
Farm women release

Phone: Madison 6-0474 W

WINIFRED RAUSHENBUSH
71 RIDGEDALE AVENUE
MADISON, N. J.

WOMEN'S BUREAU
JUN 12 1942
DEPARTMENT OF LABOR

Chelsea Hotel,
222 West 23rd St., N.Y.,
June II, 1942.

Mary Anderson,
Director of Womens' Bureau,
U.S. Department of Labor,
Washington, D.C.

My dear Miss Anderson:

I have just read your very valuable bulletin "Safety Clothing for Women In Industry."

If it is alright with you I should like to quote from it occasionally in a book I am writing called "How To Dress In War-Time", which Coward McCann is publishing Aug. I5. I shall also suggest that my readers can send for the bulletin.

I have a section called "Are Slacks The Answer?" which will discuss and illustrate all the various types of coveralls, overalls, slack costumes, and work dresses suitable for factory and farm work.

I would like to ask you a number of questions. If you know that forewomen in factories are prepared to advise women competently about these matters, it may be unnecessary to try to provide answers. Otherwise I think it would be serviceable if I tried to cover the field a little. For instance:

(I)How is a worker to know that a safety goggle is "approved"? Do the mail order houses include any satisfactory safety goggles intheir catalogues? In short what are the characteristics of such goggles and where could they be bought?

asa

(2) How can I get a sketch of the cap worked out by the National Youth Administration? How can I find out where these caps are sold?

Refer her to Miss Franke NYA & Could loan her pictures from Mrs Smith's file.

NYA
BNE

(3) On page 6 the bulletin says: "a ski type of trousers has been devised of warm material, fitting well about the ankles." Devised by whom? Where procurable? Are they different than ordinary ski trousers?

(4) Are pliofilm, vinylite and koroseal going to be available in war-time? not to extent expected but

If you can give me any help in these matters I shall appreciate it. Also, I shall , in any case, send you a copy of my chapter called "What The Woman War Worker Is Wearing", which will contian references to your bulletin and ask whether you will be good enough to have some one in your department check it for accuracy?

If I mention manufacturers or retailers, I am planning to do this in the main in the appendix of the book. What women often want I feel is a name and an address, since shopping facilities are not equally good all over the U.S. I am ~~depending on~~ referring to the mail order houses and chains to a considerable extent because of their coverage.

There is another set of questions, I need to ask some government agency, and I wonder if the Womens' Bureau is not the one. May I ask them? If you do not have the answer, perhaps you can refer me to the department that does.

(I) What percentage of all the women in the U.S. were working in industry, and on farms at the end of World War I? Any statistics that approximately answer this question would do.

(2) How many women are working in factories, and specifically in defense factories at the present time? The most recent statistics would do.

(3) Has any government agency computed the approximate number of women who will be added to industry between July I, 1942 and Dec. 3I, 1942, and between Jan. I, 1943 and Jan. I, 1944?

(4) Statements have been made that at the present time there are more women who would like to work in factories (this was in re N.Y. state) than there are jobs. Also Mr. McNutt has said that if necessary, 80% of the industrial jobs now done by men could be done by women. Have you any comment on these statements?

I feel that the more concrete information I can give my readers which will give them an indication as to whether they may be ~~drawn into~~ entering factory work before the war is over, the better.

If you would like to make any inquiries about me, Dr. Faith Williams in your department, who has given me a great deal of help, can tell you about me. I have interviewed people in most of the agencies dealing with womens' clothing in Washington.

Sincerely,

Winifred Raushenbush.

P.S. One way of looking me up is to glance at the article In wrote for the March 15 issueof Harpers' Bazaar on the womens' sizing study made by Miss O'Brien. It is called "The Government Measures Women."

Comment

Files
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EXECUTIVE OFFICE OF THE PRESIDENT
OFFICE FOR EMERGENCY MANAGEMENT
20 NORTH WACKER DRIVE
CHICAGO, ILLINOIS
TELEPHONE: ANDOVER 3600

WOMEN'S BUREAU
NOV 9 1942
DEPARTMENT OF

November 5, 1942

Miss Mary Anderson
Director, Women's Bureau
U. S. Department of Labor
Washington, D. C.

My dear Miss Anderson:

May I express my appreciation for your prompt and exceedingly helpful response to my recent letter. The material sent is of great value to me in the development of our program for the replacement of men by women in positions with the War Agencies.

Our program, within the limitation of OEM's function as a management agency, is of necessity confined to the narrow band of occupations occurring in the War Agencies. A survey of our turnover and of the anticipated needs in these agencies now under way will reveal the immediate objectives. Close cooperation with the Civil Service Commission and the War Manpower Commission is part of the plan.

The splendid work of your office and others in breaking down the resistance to employment of women in positions here-to-fore reserved for men is of invaluable assistance to those of us working on the problem in the field.

Thank you for your cooperation.

Sincerely,

Eleanor R. Hoover

Eleanor Hoover (Mrs Blaine)
Placement Officer

EH/hvw

File

TELEPHONE WOLFE 5400
CABLE ADDRESS RUSTLESS BALTIMORE

RUSTLESS IRON AND STEEL CORPORATION

315

3400 EAST CHASE STREET
BALTIMORE, MD.

WOMEN'S BUREAU
NOV 3 1942
DEPARTMENT OF LABOR

November 2, 1942

War file

Dear Miss Anderson:

Many thanks for your letter of October 28th. I enjoyed meeting you very much and thought your advice was very helpful.

I will get in touch with the people that you suggest, and I would appreciate it if you would keep me in mind.

Cordially,

C R Hook Jr.
Assistant to the President

Miss Mary Anderson, Director,
U. S. Department of Labor,
Women's Bureau,
Washington, D. C.

CRHook,Jr./s

File
315

October 28, 1942

Mr. Charles R. Hook, Jr.
Assistant to the President
Rustless Iron and Steel Corporation
Baltimore, Maryland

My dear Mr. Hook:

It was a pleasure to meet you and have the nice talk that we had.

Under separate cover I am sending you what we call our "war bulletins" - that is, those concerned with the employment of women in war industries. I hope you will find helpful suggestions in them.

In regard to the firms that manufacture the best safety clothing for women, you will find a bulletin on this subject among those I have sent you. Following are some manufacturers of this type of clothing:

Sanforized Division
Cluett, Peabody
40 Worth Street
New York City

J. C. Penney Co.
330 West 34th St.
New York City

Montgomery Ward
75 Varick St.
New York City

Sears Roebuck Co.
360 West 31st St.
New York City

I have also asked the Fairchild Publications' office here to send you a copy of the WOMEN'S WEAR DAILY of September 3, 1942, entitled "Women at Work," containing a great many advertisements of manufacturers of women's work clothing.

In regard to a woman personnel officer, it is very difficult to suggest any names, but I would suggest the name of Mrs. Mary G. Currier. I am sorry she is not located in Baltimore. She is at the Adna Brown Hotel, Springfield, Vermont. She is a resident of New Hampshire. Her age is 44. She has a nursing background with special training in orthopedics, infantile cases, muscle re-education, etc. She is an inspector of war and defense machines in a Vermont shop to study first hnd problems of women working in shops. She has a rating of Eligible No. 1 - U. S. Employment Counselor in New Hampshire, and passed with "top rank" probation examination. She is taking a Safety Course with Mr. Louis MacBrayne of 3 to 6 hours a week. She sounds like the kind of person that you would want. However, I have no personal knowledge of her other than that people tell me she is a very fine woman. She is looking for a job.

I am also suggesting the name of Mts. Evelyn B. Randall Hanrahan, Bellona Avenue, Ruxton, Maryland. I don't seem to have her qualifications. You might be able to see her and judge for yourself. She was in to see me one day and I thought she had a very good personality and a very good understanding of human nature, but I don't recall just what her experience was.

I am sorry that I cannot suggest any women from first-hand experience to you. If I can be of service to you in any way, please call on me.

With best wishes,

Sincerely yours,

Mary Anderson, Director

MA:IS

ASE RETURN WITHOUT FAIL TO
WOMEN'S BUREAU
U. S. DEPARTMENT OF LAB
Washington, D. C.

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~~PERSONNEL DEPARTMENT
NOV 4 1942~~

November 1, 1942

War file

Mr. Merle Thorpe
Editor and Publisher
Nation's Business
U. S. Chamber of Commerce Building
Washington, D.C.

Dear Mr. Thorpe:

We are pleased to respond to your telegram of last week asking us certain questions connected with our Company's experience with women employes in war work.

Our Company has employed considerable numbers of women in manufacturing plants for a long period of time. In the past, of course, they have worked primarily on jobs that were particularly adapted to women, such as our twine mills and our West Pullman plant where there have been a great number of precise jobs requiring intelligence and skill of handling. In the main these positions have been on light work. We had, therefore, formulated a substantial body of policy relating to the employment of women and we have found it necessary to modify these policies in surprisingly few instances to adapt them to the great new program calling for large numbers of women in war work.

You ask first about our Company's experience from a psychological viewpoint in the employment of women. It has been our experience that there is no substantial psychological difference in the handling of women employes from the handling of men employes. We believe both men and women react substantially in the same way to the problems of their jobs and work; therefore, we have not encountered psychological problems connected with the employment of women that differ in any substantial degree from the same problems in connection with men. We might say that today where women are engaged in war work in our plants they are most eager and enthusiastic about the work and have a keen understanding of its importance and significance in the Company's war effort, and are performing splendidly from a production standpoint.

Your second question has to do with the various state laws governing hours and working conditions of women. It is true that these laws do rather strictly control the working conditions of women employes, but it has been our experience in every state in which we employ women industrial workers that the state laws have provisions covering emergencies or emergency periods that permit the liberalization of the laws thereby. It has been our experience, also, that the industrial commissioners administrating these laws have been very realistic in the recognition of the present emergency and the need for women employes to work longer hours, and have therefore relaxed many of their former peacetime provisions under the emergency powers they possess. We have found thus far that there has been no delay of production due to the stringencies of state laws governing this factor.

You ask also about the new facilities required when women employes are taken into a plant that formerly employed only men. Our Company has followed a policy of converting toilet, washroom and other facilities formerly used only for men, into facilities that can be used by women. This has been relatively easy to do and the result has been quite satisfactory to our women employes. It has not made it necessary for us to ask for priorities on materials that are now very scarce for the erection of such facilities. In one or two plants where we have had large employe washroom and locker space, we have met this problem by building a wall through the center of the room and converting a portion of it into women's facilities.

You ask next about home conditions and the care of children, in the case of women leaving home to take employment in industrial plants. We feel that the care of children at nurseries, etc., rather than being a problem of the manufacturer primarily is a community function, and that it should be approached from that standpoint. In the communities surrounding some of our plants settlement house and other public institutions of that nature have established day nurseries and our Company has contributed financially to such undertakings. We desire to continue that policy rather than setting up such establishments of our own because we believe that the community possesses skills and knowledge for the handling of this problem which we, as an industrial employer, do not possess. It has thus far worked very satisfactorily for us and we believe it will continue to do so. We appreciate, however, that this is not the case in some communities, and that some large war employers have followed the other policy.

Long before the war the Harvester Company selected, after great care, suitable safety clothing to be worn by women working in its plants. Very little change was found necessary in this respect when we began to hire more women for war work. All women employes in Harvester plants wear a specially devised safety cap, designed after much care and actual testing, to prevent loose hair from getting caught in revolving machinery. The caps are so designed so that if any portion of the cap touches any piece of revolving machinery the girl is warned in such a way that she can pull away without any real hazard.

In addition to the safety cap, women employes wear a safety uniform designed both to be attractive (girls in different plants select the color of the uniform they prefer to wear) and for safety. The uniforms launder easily and give the wearer long service. The Company buys the uniform in quantity and sells them without profit to employes at about $1.70 a suit. The uniform consists of a blouse, which can be replaced for about 70 cents, and slacks, which can be replaced for about $1.00. Our women employes also are encouraged to wear sensible shoes designed for maximum safety. We hope to be able to continue the use of these safety uniforms indefinitely, but if materials shortages should interfere we will reappraise the jobs in such a way that all the women on jobs that have any particular hazard will have the uniforms, and other jobs with little hazard might not be required to have them.

You might be interested in our experience in the training of women employes for war work. We are experimenting in some plants with 3-day classes for the purpose of orienting women employes and giving them a fundamental knowledge of shop procedure established in the plants. Special courses have included shop safety, arithmetic, blue-print reading, use of scales, micrometers, gauges, hand tools, tool and shop terms and Company policies. After the women are taken into the shop on the job, instruction is given by qualified instructors who know not only the technical details of the job operation, but how to teach, as well.

For women who have had no shop experience this training is proving especially helpful for when they are introduced into the shop they are not bewildered by the various machines and shop terminology. The training is proving beneficial to women who have had previous shop experience in that it may correct any unsafe working habits. Several of our instructors believe that women employes on the whole are more accurate in the use of precision instruments than men. They feel that women excel especially in production jobs that require slow, patient work.

While we have no Company records to indicate unqualifiedly that the accident rate among women is better than among men employes, we do know that women offer no special safety hazards. It is the belief of our safety supervisors that women on the whole tend to be safer workers than new men in that they will take fewer chances on the job. This factor may be abetted, of course, by the fact that the safety uniforms have short sleeves, are form fitting, and have no loose parts that might catch on moving machinery. We do not permit women to wear jewelry while operating machines. A sentimental point--if a woman employe objects to removing her wedding ring she is advised to cover it with adhesive tape. This usually solves that problem to the satisfaction of both the employe and the Company's safety department.

As evidence of the fact that women are taking a keen interest in the furthering of the war production effort at one of our war production plants, one-sixth of the accepted suggestions turned in thus far under the labor-management production drive committee set-up came from women employes. One of the women employes of this plant, Florence Heathcote, leads both men and women employes in the number of workable suggestions thus far submitted. She has offered over twenty suggestions thus far, nearly all of them having real merit, and has obtained substantial recognition in the plant.

Surprising enough, many of the suggestions submitted by the women under this union-management program are of a highly technical nature thus showing a thorough understanding on the part of the woman employe of what makes the wheels of her machine go 'round.

We honestly believe that our Company has an outstanding record of success in the employment of women. Directing our women's employment work for many years has been Miss Sara Southall who is now so widely recognized in her field that she was selected by the Man Power Commission as consultant and advisor to the Commission on its whole national program of the utilization of women in war work. She is now giving a liberal portion of her time to the government in Washington.

On the chance that you might be looking for some photographs of women in war work which would illustrate safety uniforms, etc., I am pleased to send you a number herewith. I do not believe any captions are necessary although one of them was taken especially to illustrate the type of safety shoes we try to get women employes to wear.

I trust that this information is what you wanted and that it will be helpful to you in the preparation of your article. Naturally, we will appreciate any mention of the Harvester Company in that connection that you feel justified in giving us.

Very truly yours,

Dale Cox
Director, Public Relations

Enclosure

December 30, 1942

Mr. Thomas Price
Business Agent Lodge No. 756
Vancouver Aeronautical Lodge
Room 6, Williams Building
413 Granville Street
Vancouver, British Columbia

Warfield

Dear Mr. Price:

The bulletins I am enclosing discuss in some detail the problems outlined in your letter of December 17. These are: Special Bulletin No. 3, Safety Clothing for Women in Industry and Special Bulletin No. 9, Safety Caps for Women in War Factories. On page 3 of the latter, the requirements for good headwear are described. Both turbans and bandannas or kerchiefs have been found to lack certain safety features important for machine operators. They may expose hair, or loose ends of the cloth may themselves be caught in moving parts of the machinery.

That a well designed cap will be more satisfactory has been demonstrated in other war plants employing women. The experience of one such plant with safety headwear is described in the mimeographed address enclosed, Safety and Health Problems of Women in Industry. Pages are marked for your convenience.

One of the complaints women have about uniforms adopted in some plants is the poor workmanship and material in comparison to men's work clothes. I feel that your Union could be very useful in requiring the use of fabrics tested for durability, dye fastness and minimum shrinkage as well as reasonable price and adequate consideration of safety features.

Folder 14A enclosed lists Women's Bureau publications. Any are available as noted in the leaflet.

Sincerely yours,

Mary Anderson, Director

Enclosures
MTM:ml

NEW ADDRESS
Room 6 -- Williams Bldg.
413 Granville St.

VANCOUVER AERONAUTICAL LODGE
756

FINANCIAL SECRETARY:
G. E. KNECHTEL
1404-207 W. HASTINGS ST.
PHONES { OFFICE, PA. 6631
RES., MA. 4063
VANCOUVER TRADES & LABOR COUNCIL

AERONAUTICAL MECHANICS

RECORDING SECRETARY:
TOM PRICE
4558 HENRY STREET
PHONE: FA. 3824-M
AFFILIATED WITH
AMERICAN FEDERATION OF LABOR

VANCOUVER, B.C.

WOMEN'S BUREAU
DEC 24 1942
DEPARTMENT OF LABOR

Womens Bureau of Labor Division,
U.S. Department of Labor,
Washington, D.C. U.S.A.

Dec. 17th/42

Dear Madam:

I have been requested by the women members of the group I represent, that I write your department and obtain if possible some material on the subject of Women in Industry, from a economic, social and general information on matters which affect them as workers in a war plant.

The group I represent covers workers in the plants of the Boeing Aircraft Company of Canada, Ltd., and at the present time we are having a large number of inexperiended workers come into the aircraft industry, both male and female. The Company are laying down certain rules governing the female workers. One of these being the type of garment they shall wear and also the wearing of suitable footwear and headgear.

The women workers object to the wearing of a kerchief and I was wondering if you had any data on this subject. Also what the other war plants in the United States have their women employees wear. Are caps more healthier and more efficient than say kerchiefs?. If you have any data on this subject I shall be very pleased to receive it from you.

Trusting you might be able to assist my Union in this matter and appreciating an early reply.

I remain,
Yours truly,
Tom Price.
....
Business Agent Lodge No 756.

Gen. File
273

December 19, 1942

Miss Bess Furman, Assistant Chief
Magazine Section
Office for Emergency Management
Executive Office of the President
Washington, D. C.

My dear Miss Furman:

Thank you so much for sending me a copy of "War Jobs for Women". I think it is excellent and am so glad that other copies are to be made available. I will get some of my own for distribution and we will refer some of our many seekers of jobs to the booklet.

Sincerely,

Bertha M. Nienburg,
Assistant Director

BMN:LW

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U. S. Department of Labor
WOMEN'S BUREAU
Washington

TRAINING OF COLLEGE WOMEN FOR WAR-TIME EMPLOYMENT

Meeting on training of college women for war work called by Mr. Jaqua, former president of Scripps College for Women, Claremont, California, now of the Special Technical Division of the Manpower Commission, December 17, 1942.

Attending the meeting were:

War file

Sarah Southall? (married?) Manpower Commission
Thelma McKelvey " "
Mrs. Mae Thompson Evans " "
Dean Morris of Pembrooke College
Mrs. Chase Going Woodhouse of the Scientific Roster
Miss Elizabeth Cosgrove, Civil Service Commission
Miss Ann Taylor, War Department
Miss Louise Stitt, Women's Bureau

The purpose of the meeting was to discuss the employment needs for college trained women by industry and the government, and the possibility of women's colleges contracting with the government to train women for the occupations for which their services may be required. It was believed that from the Civil Service Commission and from the U. S. Employment Service, which has sent questionnaires to all war plants inquiring about their future labor requirements, fairly accurate information concerning the needs for college trained women could be secured. Miss Cosgrove stated that the Civil Service Commission is about to issue a new bulletin outlining specific positions which college women can fill. It will be necessary to discover whether or not government funds will be available to colleges for training women for war work. Funds are to be available to colleges training men in the Army and Navy.

Dean Morris is chairman of the subcommittee of the American Council of Education which is working on the pboblem of college women. The object of this committee is to inform the colleges of how they can best fit the women who are now in school for the work that needs to be done in connection with the war. The purpose of the committee is not to advise colleges on specific curricula. Each coll~~l~~ege is urged to study local and national needs and to organize and revise its program in light of the needs as found. The purpose of the committee, as Dean Morris sees it, is to arouse women's colleges to the need of accelerating classes and adjusting their content to war requirements. To this end the committee is planning to issue a series of short bulletins. One such bulletin has been issued. It is entitled "Higher Education and National Defense." Other bulletins will deal with:

1. The need for accelerating college courses and is being prepared by Dean Gildersleeve of Barnard College.

2. The work of the WAVES, WAACS, etc., and how colleges can help fit students for enlistment in these organizations.

3. Health occupations - nurse, occupational therapy, etc., Ways by which collegeswomen can enter this profession and the type of training required for cadet nurses will be discussed. Alice Lloyd of the University of Michigan is preparing this bulletin.

4. Community Services: This bulletin is being prepared by Miss Blanding of Cornell University.

5. Scientific training required by industry to be prepared by Dr. Lillian Gilbreth.

6. Opportunities in the Government - will be prepared by Dr. Carey of Columbia University.

It was suggested at the meeting that an additional bulletin dealing with personnel, testing, training and business management should be prepared. It has been estimated that professional workers constitute approximately 3½ percent of the total employees of war plants.

Dean Morris said that most of the better medical schools have announced that women students will not be admitted, or at least, not encouraged to enter medical colleges for the duration of the war. The group adopted a resolution urging the Manpower Commission to take action that would result in opening training opportunities for women in medical schools in light of the shortage of doctors that doubtless will result after the war.

It was stated that most of the students in the Harvard Law School courses today are women. Few women are registering for engineering courses. This field apparently appeals to only a small number of women.

Mrs. Woodhouse said that through her work with the Roster she is finding that government offices are still reluctant to place trained women. They prefer men whenever they are available. She said that there was a great need for increased interest among women engaged in college work in the Roster and that every effort should be made to secure the registration of such women. Professional women in industry have registered in larger numbers with the Roster. The Roster is now maintaining a special file of women who have registered and who really want war positions. The Roster is very eager to work more closely with the U. S. Employment Service. Conferences have been held under the leadership of Mrs. Woodhouse in a number of communities to try to work out a cooperative program between women's organizations, the U. S. Employment Service and personnel directors of war industries, for the placement of professional women. Apparently the most successful result of these conferences is the War Information Center in Philadelphia which is a community enterprise under the direct leadership of the A. A. U. W. In New York there are two units similar to the War Information Center of Philadelphia, one is operated by Columbia University and the other by the New York Branch of the A. A. U. W.

Waite Hammond, Director of the Ohio U. S. Employment Service, is interested in establishing war information centers in connection with all employment offices in the State. Women's organizations including the A. A. U. W., the Altrusa and other service clubs are cooperating closely with this program in Ohio.

Miss McKelvey and Mr. Jaqua believe that it would be very confusing to have private organizations, such as the A. A. U. W. and Business and Professional Women, take the lead in setting up war information centers. Miss McKelvey thought that the government, probably through the employment offices, should take the initiative in recruiting and placing professional women. The pattern that should be followed should be similar to that of Detroit's voluntary registration plan. Upon analysis of the questionnaires that are returned the names of college trained or professional women would be turned over to the Scientific Roster.

Miss Taylor of the War Department said that it is the adopted policy of the War Department to increase the employment of experienced women in professional and administrative positions. She said that the Department hopes to use women in personnel, procurement, fiscal, accounting and statistical positions.

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October 18, 1939

Mrs. Virginia Judy Esterly
Assistant to the President
Scripps College
Claremont, California

Dear Mrs. Esterly:

Thank you so much for your letter and the information you have given me about Miss Nicholson. My first thought was whether she has Civil Service status of any kind, because of course we cannot employ anyone who has not qualified under a Civil Service examination. I am sure she is a very able person and if she has not Civil Service status she should write to the U. S. Civil Service Commission, Washington, D. C., stating her training and experience and find out what examinations are being given that would fit in with her qualifications. After she has passed such an examination she would be placed on a Civil Service register from which names are certified from time to time to various agencies. While she may not get a position immediately, she would in time receive an appointment.

With very best wishes to you,

Sincerely yours,

Director.

MA:IS

SCRIPPS COLLEGE
CLAREMONT, CALIFORNIA

ASSISTANT TO THE PRESIDENT
AND COUNSELOR ON HUMAN RELATIONS

WOMEN'S BUREAU
SEP 26 1939
DEPARTMENT OF LABOR

September 21, 1939

Dear Mary Anderson:

I have been thinking of you a good deal lately. You may remember that I wrote you once about a young woman, Gene Nicholson, who established perhaps the earliest domestic workers' union which was in San Diego County, California. Employment for domestic workers has for years been a mission with her. She has written a great deal about it which has been published largely in newspapers. She has a book of clippings. She has been a leader in the state and has sponsored bills limiting hours and setting minimum wages and so forth, for two or three years, in the California State Legislature. She was sent to Sacramento this year to lobby for the domestic workers' bills and this year, for the first time, the domestic employees have been included under the workers compensation act. She was particularly instrumental in starting the first employer-employee association for discussion of joint problems and has carried on classes of training for domestic workers--not only in household techniques but in child care and employer-employee relationships.

A friend and I became so interested in Miss Nicholson's remarkable intelligence that it has been made possible for her to attend college, where she has been putting a great deal of time on labor economics. She will graduate from the University of California at Christmas time. She is about twenty years old, and a vigorous, fine looking, intelligent young woman. I believe I told you before that she had some experience as a domestic worker after her graduation from high school. Many of her experiences were extremely unfortunate and caused her to start work in this field. I have coveted, for years, a place for her somewhere with you. I am convinced that she would be a valuable person. Her major professor, Dr. Palmer, wrote me the other day. It was a letter of most sincere appreciation, and she feels that Miss Nicholson has a pioneering quality which makes her work very effective. Most of all I would like for Miss Nicholson to work with you. Is there any possibility of such a thing?

I have just received your new bulletin on The Economic Status of University Women and I am looking forward to reading it with a great deal of interest.

I wonder if the fates will let you come west during the year. I should love to know you face to face.

Cordially yours,

Virginia Judy Esterly

Virginia Judy Esterly
Assistant to the President

Miss Mary Anderson
Director
U. S. Department of Labor
Women's Bureau
Washington, D. C.

VJE:mp

Files
322

July 25, 1939

Miss Virginia Judy Esterly
Assistant to the President
Scripps College
Claremont, California

My dear Miss Esterly:

I appreciate so much your using our information all these years. You, too, are becoming a real person to me and I hope to meet you some day.

I have friends in San Diego, the Dauchy family and also Miss Beatrix Dauchy. You probably will be meeting them at the College.

With best wishes to you,

Sincerely yours,

Director.

MA:IS

Keep - [illegible]

SCRIPPS COLLEGE
CLAREMONT, CALIFORNIA

ASSISTANT TO THE PRESIDENT
AND COUNSELOR ON HUMAN RELATIONS

12 July 1939

Miss Mary Anderson
Women's Bureau
Department of Labor
Washington, D. C.

WOMEN'S BUREAU
JUL 17 1939
DEPARTMENT OF LABOR

My dear Miss Anderson:

Thank you very much for the bibliographies on Vocational Guidance, Household Employment and Studies on the Economic Status of Women. I like to keep an interesting supply of these for the use of our students.

Through the many years in which I have been writing you from the University of Oregon, from San Diego and from Scripps College you have become such a person to me that I am hoping to meet you before many more years have passed.

Yours most sincerely

Virginia Judy Esterly

Virginia Judy Esterly

November 18, 1937.

Mrs. Virginia Judy Esterly
Scripps College
Claremont, California.

My dear Mrs. Esterly:

We have your letter of November 12, acknowledging the receipt of our household employment material and requesting any suggestions we might have concerning the college program of an intelligent girl interested particularly in household employment problems.

While Government administrators in Washington are always glad to take on their staffs college graduates of fine general ability and training, with particular interests in a specific field, you doubtless will realize that practically all Government positions in the "old line" agencies come under the jurisdiction of Civil Service.

If Miss Fowler is interested in a Federal position in Washington where she can utilize special interests in the welfare of women and children, we suggest that she will find of particular value training in writing courses, in economics and other social sciences, and statistics, when taking any competitive examination necessary to obtain a civil service status in these fields.

JB: We are enclosing a copy of a speech by Secretary Perkins which outlines some of the interesting types of work women are doing today in the Government Service. And we enclose further a recent article by Miss Robinson, of our staff, on the workers' objections to household employment which may be of interest to Miss Fowler.

Sincerely yours,

Mary Anderson, Director.

JB: ec

SCRIPPS COLLEGE
CLAREMONT, CALIFORNIA

ASSISTANT TO THE PRESIDENT
AND COUNSELOR ON HUMAN RELATIONS

November 12, 1937

WOMEN
NOV 17 1937
DEPARTMENT OF LA

Miss Mary Anderson
Woman's Bureau
Department of Labor
Washington, D. C.

My dear Miss Anderson:

Thank you so much for the information which you sent me. One of our very finest students is becoming deeply interested in the domestic problem, and I am trying to gather material from every source. This girl is one of our most intelligent juniors.

I wonder if you in Washington are looking for girls after graduation from college who have any of these special interests. If you are, you may have suggestions as to their college program. I should appreciate any such suggestions.

Janet Fowler is writing her paper for a course in The Introduction to the Study of Society on the practical and psychological difficulties which beset the position of domestic workers. She has not yet narrowed her general subject to a specific topic upon which to write but she is gathering material.

Very sincerely yours,

Virginia Judy Esterly

VJE/ELM

(Mrs.) Virginia Judy Esterly

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November 3, 1937.

Mrs. Virginia Judy Esterly
Scripps College
Claremont, California.

My dear Mrs. Esterly:

We have your letter of October 21, requesting "two copies of all bills that have been presented on the organization of domestic workers".

We are enclosing herewith two copies each of the only bills we have available pertaining to domestic workers, together with a Tentative Brief on the Problems of Household Employment in Relation to Trade Union Organization, which we believe you will find of interest.

A full list of our publications is enclosed, any others of which we will be glad to send you upon request.

Sincerely yours,

Mary Anderson, Director.

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SCRIPPS COLLEGE
CLAREMONT, CALIFORNIA

ASSISTANT TO THE PRESIDENT
AND COUNSELOR ON HUMAN RELATIONS

October 21, 1937

Department of Labor
Women's Bureau
Washington, D. C.

Dear Madam:

May I ask if two copies of all bills that have been presented on th organization of domestic workers may be sent to me for use in one of my classes. Thank you for this courtesy.

Very truly yours,

Virginia Judy Esterly

(Mrs.) Virginia Judy Esterly

WOMEN'S BUREAU
OCT 25 1937
DEPARTMENT OF LABOR

October 17, 1935.

Mrs. Virginia Judy Esterly,
Assistant to the President,
Scripps College,
Claremont, California.

My dear Mrs. Esterly,

We wish to acknowledge the receipt of your letter of October ninth, requesting material concerning the tablet in Washington dedicated to "Women of Destiny". After careful inquiry we have been unable to identify any memorial in this city by such a title. However, thinking that you may be referring to a monument to women that was presented to the Capitol by the National Woman's Party and unveiled on February fifteenth, 1921, we are inclosing a statement discussing this monument.

We have asked the National Woman's Party to forward to you any additional information that it may have concerning this monument and event, including any available biographical material of the three women whom the monument commemorates -- Susan B. Anthony, Lucretia Mott, and Elizabeth Cady Stanton.

Yours sincerely,

Mary Anderson, Director.

LL
Incls.

Nat'l Woman's Party

SCRIPPS COLLEGE
CLAREMONT, CALIFORNIA

ASSISTANT TO THE PRESIDENT
AND COUNSELOR ON HUMAN RELATIONS

October 9, 1935

DEPARTMENT OF LABOR
OCT 11 1935
WOMEN'S BUREAU

Director
Woman's Bureau
Department of Labor
Washington, D. C.

My dear Madam:

Will you please send me any material which you have on the unveiling of the tablet in Washington, dedicated to the Women of Destiny. I have been attempting to find a complete list and also some biolographical material concerning them. Could you tell me how and where to find this material and could you also send me a list of the women honored?

Very sincerely yours,

Virginia Judy Esterly

VJE/ELM

(Mrs.) Virginia Judy Esterly

Susan B Anthony
Lucretia Mott
Eliz. Cady Stanton

1203
1236
Informat.

Miss Jacobs

July 26, 1938

Miss Virginia Judy Esterly
Assistant to the President
Scripps College
Claremont, California

My dear Miss Esterly:

The study which the Women's Bureau did in cooperation with the American Association of University Women is still being written by Doctor Kingsbury. Doctor Kingsbury desired to write this report but has found little time in the past two years to give to it. However, she assures us that it will be finished when her vacation is over this summer.

I think you may be interested in our bulletin on the "Unattached Women on Relief in Chicago 1937" and also on the EEmployed Woman Homemaker in the United States". I am asking that these be sent you under separate cover.

Sincerely yours,

Bertha M. Nienburg,
Assistant Director

Bulletins #145 + #158 sent under
separate cover

SCRIPPS COLLEGE
CLAREMONT, CALIFORNIA

ASSISTANT TO THE PRESIDENT
AND COUNSELOR ON HUMAN RELATIONS

WOMEN'S BUREAU
JUL 2[illegible] 1938
DEPARTMENT OF LABOR

18 July 1938

Mary Anderson, Director
The Women's Bureau, Department of Labor
Washington, D.C.

My dear Mary Anderson:

What material is now published on the family relation studies by Susan Kingsley or the vocations of university women done in association with the Women's Bureau?

If you have any such, will you please send them to me and I shall reimburse you immediately.

Are there also any studies by Dr. Hudillet on this subject?

Very sincerely yours,

Virginia Judy Esterly

Virginia Judy Esterly
Assistant to the President

VJE:ewj

December 11, 1942

Mr. Charles P. Taft
Assistant Director
Defense Health & Welfare Services
Office for Emergency Management
Washington, D. C.

My dear Mr. Taft:

Enclosed you will find a report of an inspection made by the California Division of Industrial Welfare at the Waldorf-Hendrickson, which is the correct name of the firm doing business at 1338 South La Brea, although the name Astoria Motors appears on the outside of the building. This inspection was made at my request, in response to a complaint from the Federal Bureau of Investigation which you forwarded to me on November 10.

From the testimony of the girls (and their testimony coincides with the report of the Federal Bureau of Investigation) it seems to me that this is a very bad situation. A man like Mr. Waldorf should not be running a factory, particularly at this time when both production and decency should prevail. The girls should not be subjected to insults from a drunken man. Unfortunately there is no State or Federal law covering the situation that exists in this machine shop. It seems to me that this matter should be taken up with the War Department with the suggestion that no further Government contracts be let to this firm. This is a situation which should be corrected.

Sincerely yours,

Mary Anderson, Director

MA:IS

State of California
Department of Industrial Relations
DIVISION OF INDUSTRIAL WELFARE

LOS ANGELES

INTER-OFFICE MEMORANDUM

November 25, 1942

From: Mrs. Marie Wright

To: Mrs. Margarete L. Clark, Chief

Subject: WALDORF-HENDRICKSON

An inspection was made at the Waldorf-Hendrickson, which is the correct name of the firm doing business at 1338 South La Brea, although the name Astoria Motors appears on the outside of the building. This is a small machine shop set up in a former automobile show room. Mr. Waldorf has the appearance of a drinking man, but on the two interviews there was not a trace of alcohol on his breath or any indication of his drinking. He is the type of man who "paws" anyone with whom he is talking.

Girls have been employed since early September and addresses were secured for the few girls who have left. Two of these girls reached by the telephone separately gave almost identical stories. They said that Mr. Waldorf drank about one quart of whiskey each night and often sent one of the girls out to get it for him. He asked each of them to drink with him: one was a girl of twenty. Both refused and said the other girls refused as fortunately they were not drinkers. They said Mr. Waldorf would come up behind them and put his hands on their hips and put his cheek down close to theirs. He kissed the twenty-year-old girl when she was not looking, and she slapped him. Both said that Mr. Waldorf and the foreman both showed dirty pictures and told dirty stories to the girls, and Mr. Waldorf told them he wanted to talk to them as if they were fellows. Both said they had seen nothing to indicate that either of them had gone any farther. Both of these girls have been fired. Both said they could not do good work, not knowing when someone was coming up behind them. Both went to other shops and got jobs at once, and they have been apparently satisfactory workers.

A girl who quit her job only this week was interviewed personally. She is seventeen, but looked older. She had been asked to drink by Mr. Waldorf, but refused. He sent her out to buy liquor for him three different times. She had seen only one girl drinking with him, but others went into his office with him.

She said he was always putting his hands on the girls. He made her so mad that she kicked him, after which he let her alone, though not until he had kissed her on the cheek several times. She had never seen anything to indicate that he had gone further than this with any of the girls.

She thought no other girls had been alone in the shop with him on the night shift, but she had stayed overtime until 3 A. M. when he was the only other person there. He did not bother her at all. When he took her home, he wanted to kiss her; but when she refused, he made no fuss. He showed her dirty pictures twice, and so had Elmer, the foreman. She said they both had dirty minds.

A fourth girl telephoned, admitting similar experiences to those already outlined. She thinks the place is so badly managed that it will not last long.

MMW:h-k

MARGARETE L. CLARK, CHIEF

Culbert L. Olson
Governor of California

TELEPHONE: MADISON 1271

STATE OF CALIFORNIA
DEPARTMENT OF INDUSTRIAL RELATIONS

Division of Industrial Welfare

208 STATE BUILDING
LOS ANGELES

WOMEN'S BUREAU

November 25, 1942

Miss Mary Anderson, Director
Women's Bureau,
Department of Labor,
Washington, D. C.

Dear Miss Anderson:

I enclose report of an investigation made as a result of your letter in regard to the Astoria Motors, 1338 South LaBrea.

If you wish further investigation, I shall be glad to pursue the matter. In any event, the firm will be under continued observation.

Very sincerely yours,

Margarete L Clark K.F.

Chief
Division of Industrail Welfare

MMW:W
Enc.

Dear Miss Anderson:
Mrs. Clark was called to Sacramento for a conference on November 27th, and she has asked me to sign this for her.

Kathryn Flanagan

State of California
Department of Industrial Relations
DIVISION OF INDUSTRIAL WELFARE

LOS ANGELES

INTER-OFFICE MEMORANDUM

November 25, 1942

From: Mrs. Marie Wright

To: Mrs. Margarete L. Clark, Chief

Subject: **WALDORF-HENDRICKSON**

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MMW:h-k

Culbert L. Olson
Governor

MARGARETE L. CLARK
CHIEF

TELEPHONE: MADISON 1271

STATE OF CALIFORNIA
Division of Industrial Welfare
CALIFORNIA STATE BUILDING
LOS ANGELES

November 16, 1942

WOMEN'S BUREAU
NOV 21 1942
DEPARTMENT OF LABOR

Miss Mary Anderson, Director
Women's Bureau
U. S. Department of Labor
Washington, D. C.

Dear Miss Anderson:

Your letter of November 12th enclosing letters of Mr. J. Edgar Hoover and Mr. Charles P. Taft, has been received.

I have started an immediate investigation and you shall have a complete report on the entire situation just as soon as possible.

With all good wishes, I am

Very sincerely yours,

Margarete L. Clark
Chief
Division of Industrial Welfare

MLC:KF

November 12, 1942

Mrs. Margarete L. Clark, Chief
Division of Industrial Welfare
State Building
Los Angeles, California

Dear Mrs. Clark:

I am enclosing a letter from Mr. J. Edgar Hoover, Director of the Federal Bureau of Investigation, to the Director of the Federal Security Agency, and referred to me by Mr. Charles P. Taft, Assistant Director, Defense Health and Welfare Services. This letter concerns alleged immoral conditions in the plant of Astoria Motors, 1338 South La Brea Street, Los Angeles, California, affecting women employees, which I am asked to investigate and report upon.

We have no one in Los Angeles at this time and do not expect to have anyone there in the very near future. Therefore I am wondering if you would make this investigation for us. If the conditions are as the F.B.I. reports, they must be pretty bad and it certainly should be stopped. I hope that you can do this for us, and soon.

With best wishes,

Sincerely yours,

Mary Anderson, Director

MA:IS

COPY

Office for Emergency Management
OFFICE OF DEFENSE HEALTH AND WELFARE SERVICES
Washington, D. C.

Nov. 10, 1942

Miss Mary Anderson
Chief, Women's Bureau
U. S. Department of Labor
Washington, D. C.

Dear Miss Anderson:

Mr. Paul V. McNutt has referred to me a letter, copy enclosed, from Mr. John Edgar Hoover. This letter relates to conditions of employment affecting women employees, which appear to me to warrant your attention.

Will you please inform this office and Mr. Hoover of the findings and action taken in this case?

Sincerely yours,

(S) Charles P. Taft
Assistant Director
Defense Health & Welfare Services

COPY

FEDERAL BUREAU OF INVESTIGATION
UNITED STATES DEPARTMENT OF JUSTICE
WASHINGTON, D. C.

Hon. Paul V. McNutt
Administrator
Federal Security Agency
Washington, D. C.

My dear Mr. McNutt:

Information has been received by this Bureau to the effect that the managing officials of Astoria Motors, 1338 South La Brea Street, Los Angeles, California, personally contributed to alleged immoral conditions in this plant. In this connection it was reported that frequently female employees are required to work on the night shifts and while so employed are molested by the officials, their exact names not being given by the informant. It was reported, however, that these individuals engage in excessive drinking and while in such condition are most overbearing and imposing toward the female employees. Many female employees were reported to have resigned due to such actions on the part of these officials.

It was further reported that prior to September 19, 1942 there was no time clock at this plant and many employees did not receive the full amount of wages earned by them. In this connection it was stated that female employees frequently work as many as 58½ hours per week and that in one instance an employee received pay for only 54½ hours.

The informant in this matter indicated that the subject company is engaged in manufacturing parts for the Lockheed Aircraft Corporation and other firms in the California area.

This information is being furnished to you for whatever action you deem appropriate.

Sincerely yours,

(s) John Edgar Hoover
Director

File

Mrs Williams' letter
to W.B. ans. 12/9/42-

363

WOMEN'S BUREAU
DEC 11 1942
DEPARTMENT OF LABOR

December 9, 1942

War file

Mrs. Margaret J. Williams
Tantalum Defense Corporation
1020 Twenty-second Street
North Chicago, Illinois

My dear Mrs. Williams:

Your letter to the War Department Bureau of Public Relations asking for material which would be useful to women in industry, has been received by this Section.

As we deal only with the Army and its various activities and aspects which are of particular interest to women, I feel sure that the information you wish could be secured more readily from the Women's Bureau of the Department of Labor. Your letter is, therefore, being referred to that agency which, I am sure, will be able to help you.

Sincerely yours,

MARGARET S. BANISTER
Organization Director
Women's Interests Section
Publications Branch.

Women's Bureau of the Dept. of Labor

TANTALUM DEFENSE CORPORATION
1020 22ND STREET
NORTH CHICAGO, ILLINOIS

TELEPHONE
NORTH CHICAGO 5160

War Department
Bureau of Public Relations
Washington D.C.

Sirs:

With the increased number of women entering industry we are aware that investigations are being made which would be valuable to concerns employing women. We are seeking that information that the women workers themselves may have access to some of this material and that those in personnel departments may be informed, in order to anticipate and serve needs.

We are writing you to secure some of the timely material which has been prepared by Women's Interests in your department. Thanking you for the assistance this material will be

I remain Sincerely

(Mrs) Margaret J. Williams

[illegible] DEC 7 1942 - Pub

(File)

December 2, 1942.

Mr. M. J. Hansman
Higgins Industries Inc.
City Park Avenue
New Orleans, Louisiana.

War file

Dear Mr. Hansman:

Your letter of November 25 addressed to the Secretary of Labor has been referred to me for answer. The Women's Bureau of the U. S. Department of Labor from its very beginning as an emergency bureau in World War I took a firm stand on the policy of basing wages on occupations and not on sex. During the N.R.A. through the efforts of labor and Government, including the Women's Bureau, sex differentials were eliminated in many of the codes. The Fair Labor Standards Act in 1938 enunciated the same pay principle when setting its floor to wages. It is encouraging to know that more and more unions provide in their agreements that wage rates be set for the job irrespective of who performs it.

The U. S. Department of Labor, of which the Women's Bureau is part, is committed unqualifiedly to the principle that "wage rates for women should be the same as for men, including the entrance rate." The statements of policies by the War and Navy Departments include this statement.

The Women's Bureau has, all along, and is now working actively for the elimination of wage differentials, not only in war production industries but in all woman employing occupations. It has made a number of investigations which have proven that women are efficient, that they meet the schedule, and that on some jobs they are better than men.

The National War Labor Board has upheld the equal pay principle in important decisions. These decisions in line with the Government policy not only give official sanction to this principle but directs the unions and companies to negotiate contracts putting this principle into practice, with an accompanying broader statement of the manner this is to be effectuated.

Under the date of November 25 the War Labor Board Order #16 authorized employers "to make wage or salary adjustments to equalize the wages of women with those of men for comparable quality and quantity of work without Board approval." Such adjustments, however, according to the ruling must be reported to the Board and shall not furnish the basis to increase price ceilings.

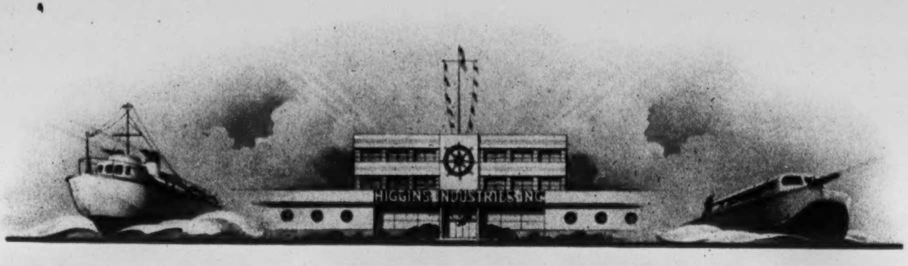
For your information I am glad to enclose Bulletin #196, just released, on the subject of "Equal Pay" for Women in War Industries.

Very sincerely yours,

Mary Anderson, Director

Enclosure

E.C: cam



HIGGINS INDUSTRIES. INC.

CITY PARK AVENUE
NEW ORLEANS

A. J. HIGGINS PRESIDENT

Nov. 25, 1942

RECEIVED
OFFICE OF SECRETARY OF LABOR
NOV 28 1942
AM 9 10 11 12 1 2 3 4 5 6 PM

WOMEN'S BUREAU
1942
DEPARTMENT OF LABOR

Madam Frances Perkins
Secretary of Labor
Washington, D. C.

Dear Madam Perkins:

We would appreciate having for our files a copy of any regulations passed by your office concerning the wages to be paid women workers in war industries.

The information we particularly would like is that which would be an official notification to the effect that women war workers are to receive the same rates of pay as men workers in the skilled and unskilled trades.

Thanking you for giving this matter your immediate attention, I remain

Yours very truly,
HIGGINS INDUSTRIES INC.

M J Hansman
M. J. Hansman

MJH:cv

WAR MANPOWER COMMISSION

INTERDEPARTMENT TRANSFER SLIP

Date August 2, 1943

There is herewith transferred to:

Miss Anderson
Director
Women's Bureau
U. S. Department of Labor
Washington, D.C.

A communication from

Salome D. Sevier
Co-Ordinator of Women
Higgins Industries, Incorporated
City Park Avenue
New Orleans, Louisiana

Concerning

Information on women at war and shipyards.

which apparently requires your attention.

writer has **not** been informed of this reference.

Signature Harold Dotterer

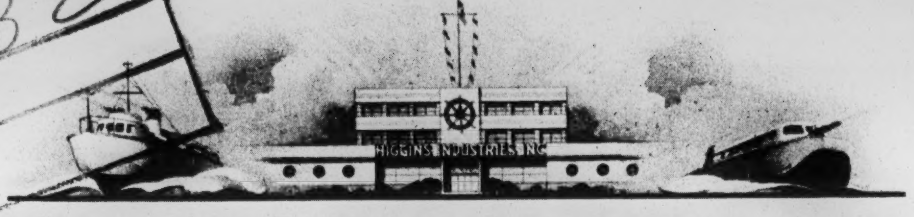
Title Harold Dotterer, Chief
Administrative Services

GPO 16—30555-1

Staple B2

Recd 8/2/43

165



HIGGINS INDUSTRIES. INC.

CITY PARK AVENUE
NEW ORLEANS

A. J. HIGGINS PRESIDENT

Files

July 29, 1943

no answer to this - she wrote us directly

DN

WOMEN'S BUREAU
AUG 4 1943
DEPARTMENT OF LABOR

Man Power Commission

Washington, D. C.

Dear Sirs:

Please send all information concerning women & war, and the adaptation of female labor in Shipbuilding. I have charge of all activities concerning women employed at the plants (Shipyards) of Higgins Industries, and am anxious to use any methods, of trend, found satisfactory in the use of women labor. Please send all bulletins that are available.

Thanking you I remain,

Yours truly,

Salome D. Sevier

Salome D. Sevier
Co-Ordinator of Women
Higgins Industries, Inc.

SDS:EP

HIGGINS INDUSTRIES INC.
521 CITY PARK AVENUE
NEW ORLEANS, U. S. A.

ARMY E NAVY
FOR EXCELLENCE IN WAR PRODUCTION

NEW ORLEANS
JUL 30 '43
U.S. POSTAGE
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103415

Man Power Commission

Washington, D. C.

11:HW:RO:VII

273

FEDERAL SECURITY AGENCY
OFFICE OF DEFENSE HEALTH AND WELFARE SERVICES

OFFICE OF THE
REGIONAL DIRECTOR

Atlanta, Georgia
April 10, 1943

WOMEN'S BUREAU
APR 14 1943
DEPARTMENT OF LABOR

Miss Mary Anderson,
Director, Women's Bureau,
U. S. Department of Labor,
Washington, D. C.

My dear Miss Anderson:

I have your letter of April 6, with which you enclosed copy of a report of Miss Martha Ziegler concerning community conditions affecting the employment of women in Mobile, Alabama.

I thank you so much for sending me this report. I am routing the recreational portion of it to the Representative, in the Region, of that Division.

We enjoy our contacts with Miss Ziegler and find her helpful at all times.

Sincerely yours,

Richard H Lyle

Richard H. Lyle
Regional Director

FOR VICTORY
BUY
UNITED STATES
WAR
BONDS
AND
STAMPS

Miss Manning
Miss Nienburg
Files 273

EXECUTIVE OFFICE OF THE PRESIDENT
OFFICE FOR EMERGENCY MANAGEMENT

DIVISION OF CENTRAL
ADMINISTRATIVE SERVICES

IN REPLY REFER TO:
226 W. Jackson Blvd.
Chicago, Ill - Rm. 202

March 18, 1943

WOMEN'S BUREAU
MAR 20 1943
DEPARTMENT OF LABOR

Rec'd by MA
3/23/43

Miss Mary Anderson
Director, Women's Bureau
U.S. Department of Labor
Washington, D.C.

Dear Miss Anderson:

With the impending dissolution of the OEM-CAS Personnel Offices, my work here is nearing an end. As you know, I am deeply concerned with the Womanpower Program and am anxious to continue my services in this field.

Should you hear of an opportunity in this work, I would appreciate being informed. My record is on file with the Civil Service Commission and the OEM-CAS Personnel Office in Washington.

Currently, I am classified as Assistant Placement Officer at $2600. I have had eight years of government service, all in the employment field; am thirty-five, a graduate of the University of Wisconsin with graduate work at the University of Chicago and Northwestern University. I am familiar with the Occupational Dictionary, the Manning Tables and industrial occupations and factory production methods.

Thank you for your cooperation in this and your great help to me in the early development of our Womanpower Program here.

Sincerely,

Eleanor R Hoover

Eleanor R. Hoover

FOR VICTORY
BUY
UNITED STATES
WAR
BONDS
AND
STAMPS

war files 387

February 24, 1943.

Mrs. Marie Walters,
Cumberland, Indiana.

My dear Mrs. Walters:

I have your letter of February 17, and we are not in a position, as you probably realize, to comment on your suggestion for helping in the farm recruitment problem through devoting a room in your home for the use of the Employment Service.

The Extension Service of the U. S. Department of Agriculture is in charge of farm labor needs, and I am referring your letter to that agency for consideration.

Sincerely yours,

Mary Anderson, Director.

ma/RPN/mb

February 17, 1943,
Cumberland, Indiana.

WOMEN'S BUREAU
FEB 20 1943
DEPARTMENT OF LABOR

Mary Anderson, Director,
Women's Bureau,
Washington, D.C.

Dear Madam:

I received your letter of February 11 with the pamphlet on " Wartime Use of Women on Farms". Thank you for the consideration shown in your letter. I have not registered with the U.S. Employment Service office in Indianapolis, but was in there recently inquiring about part time work. I was informed that at present there was nothing listed there in accounting work with short hours. I am planning to take a "refresher" course at the Indiana University Extension School here at once in Industrial Accounting, as I feel I need to. It has been several years since I was employed.

As I stated in my letter of February 8, I have a son, age almost 13. He was extremely ill about two years ago and I feel that he still needs my attention more or less when he is free from school, etc. He is not an invalid by any means, yet I feel he is not yet as strong as he could be and that I should help him all I can for a while yet. That is the reason principally, I was interested in working short hours away from home.

However I have an idea, and if I may be pardoned for offering it here, I should like it to be considered. I am home now alone a great amount of the time and naturally resort to the radio very much for information and pastime. I have heard much controversial discussion recently on it , about the farm labor situation. I do not have any statistics however on which to base my opinion but I feel every thing will come along all right if there is proper organization behind it. I sincerely believe the American people are too energetic and love their food too well to let production on the farm fall short of the requirements of their needs. The farmer does have a problem of course, but I think it could be solved better locally than by too much " red-tape" from Washington.

We have a large house and there is one room with a private entrance which we do not use at present. This room could easily be converted into a reception room for farmers who wish to register their needs pertaining to additional labor ,or other problems ,which an informed person might be able to help them with. I live in a small suburban town directly east of Indianapolis, which place is easily accessible, and perhaps a farmer would feel easier to approach than a central office in the city. My idea is,-could I not act as a "go between" for the farmer in the community who needs information , and the central office? We could be open in the busy season in the evenings as my husband could help then, or other competent people if needed. We have a typewriter and a large office desk if they are needed. I can drive an automobile so if any investigation or travel was necessary I could do that. I believe a system similar to this would relieve a lot of anxiety for the farmer and much pressure and confusion for the central offices. Of course I do not feel that I could afford to do the work free but would gladly offer my services at what -ever the Government considered a fair wage. Considering my circumstances ,with a better than average education, I do not see why I could not be useful in the above capacity,-- if there is a need for such work? We have 160 acres of ~~farm~~ land , which is hilly, but do not at present cultivate it because of unavoidable circumstances and poor accessibility. Because of it though we have been interested in farm problems for a number of years.

I believe also that if an auxilliary such as a Women's Auxiliary Farm Army or something similar was organized, and they had a typed uniform and were trained in a short course, many women would join. It would appeal to women who wish to remain in their own communities , as well as to some who might wish to travel.

I trust the above details have not absorbed too much of your time , and if you believe the idea not workable or helpfulsimply disregard this letter.

Very truly yours,

Mrs. Marie Walters.

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February 13, 1943

Mr. Charles P. Taft, Assistant Director
Defense Health & Welfare Services
Office for Emergency Management
Washington, D. C.

My dear Mr. Taft:

I am very glad to send you the names of our field representatives assigned to the War Manpower areas. Some of them have been attending meetings of your people and have reported to us. They have also reported their findings to the Area Director.

We shall be very glad to give you reports of the conditions that we find in regard to health and welfare in the communities. I am enclosing a list of our representatives, with the address of their headquarters offices, which are the same as the regional offices of the Wage and Hour Division. I shall also advise our representatives of such reciprocal arrangements, so that they can take full advantage of your offer of cooperation.

Sincerely yours,

Mary Anderson, Director

MA:IS

Miss Clark in Mr. Taft's office, telephoned
to ask if these reports would be
submitted to the Regional Director
or through Washington. I said
they understood it was that
cooperation would be thru
regional offices, which
was the way he
wanted it.
Mary A.
OK'd.
IS

OFFICE FOR EMERGENCY MANAGEMENT
OFFICE OF DEFENSE HEALTH AND WELFARE SERVICES
WASHINGTON, D. C.

Director
FEDERAL SECURITY ADMINISTRATOR

WOMEN'S BUREAU
FEB 8 1943
DEPARTMENT OF LABOR

FEB 6 1943

Dear Miss Anderson:

I enclose copy of a memorandum dated January 28, 1943, from the Assistant Regional Director, Region XII, San Francisco. You will note that he is interested in having copies of your representative's reports which bear on matters within the scope of our responsibilities. Our Regional Offices now receive similar field reports from such agencies as the U.S. Public Health Service, the U.S. Office of Education, the U.S. Children's Bureau and the housing agencies.

Our Regional Offices, in turn, have files containing a great deal of information on local communities which may be very useful to Miss Anderson and to your other representatives in their work for the Women's Bureau. These files are available at any time.

We should greatly appreciate it if you would advise your representatives of such a reciprocal arrangement. We should like to have a list of your representatives in other Regions, so that we may notify our Regional Directors.

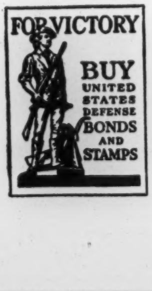
Will you let me know whether this arrangement may be effected.

Sincerely yours,

Charles P. Taft

Charles P. Taft,
Assistant Director,
Defense Health & Welfare Services

Miss Mary Anderson,
Director, Women's Bureau,
U. S. Department of Labor,
Washington, D. C.



AIRMAIL

11:HW:RO:XII

Dean Snyder, Director
Program Operation Branch
Office of Defense Health & Welfare Services
Federal Security Agency, Washington, D. C.

San Francisco
January 28, 1943

Pearce Davies
Assistant Regional Director

Reports by Miss Margaret Anderson

Miss Margaret Anderson of the Women's Bureau, U. S. Department of Labor, is here at present as regional representative.

We would like to have copies of her reports since they touch upon many Health Welfare matters in which we have direct interest. Miss Anderson has no authority, however, to release them to us.

Will you please see if Miss Mary Anderson, Director of the Women's Bureau, is willing to let us have copies of Miss Margaret Anderson's reports and whether the director will instruct Miss Margaret Anderson accordingly?

Pearce Davies

pd:emm

Files
273

OFFICE FOR EMERGENCY MANAGEMENT
OFFICE OF DEFENSE HEALTH AND WELFARE SERVICES
WASHINGTON, D. C.

Director
FEDERAL SECURITY ADMINISTRATOR

JAN 30 1943

Miss Susan Wunder,
Women's Bureau,
U. S. Department of Labor,
Washington, D. C.

Dear Miss Wunder:

I am sending you the material I promised. I find that Release No. 35, of the Union Label Feature Service, has not reached me yet; but I will have it, as you can see by the date, sometime next week. The article deals with Dinners, and I shall send it to you as soon as I get copies from Mr. Ornburn.

to RN
Cochrane

Should you have any more requests, please feel free to call on me.

Sincerely yours,

Mark Graubard

Mark Graubard,
Industrial Education

Enclosures

FOR VICTORY
BUY
UNITED
STATES
SAVINGS
BONDS
AND
STAMPS

238

War file, gen

January 22, 1943.

Miss Rosie Michaels
Box 132
Dalmatia, Pennsylvania.

Dear Miss Michaels:

Your letter addressed to the U. S. Department of Labor comes to me for answer. A prompt reply has been delayed because we wanted to inquire carefully into the situation described in your letter.

First, may I say that there is no law freezing workers to their jobs. There are, however, some local areas described as "critical areas" where it is believed to be in the interest of production to urge or to continue workers on the jobs they are now doing. We find that there are critical areas in some cities, which, no doubt, is the reason for your being refused a release from your present job.

After consulting with staff members of the U. S. Employment Service in the War Manpower Commission, I am glad to tell you that there is now being formed an overall employment stabilization program under which a uniform policy or control of hiring will be established. This program outlining the new procedure will be ready in about 10 days, and sent to the Regional Manpower Director of the different areas. In the meantime, you or any other workers whose employer refuses to give a release may present his case to the local employment office which will consider if you would be more valuable in other work, such as a job in the Western Electric Company. The employment officials in Washington have told us that the local office will consider the merits of your case.

I take it that at the time of your letter you were not employed in the shop which operates under a collective bargaining agreement so that you could report your case to the Union organization. I feel certain that the Union would have aided you in securing your release, so that you could accept employment in another firm.

I am sorry that we cannot give you more substantial help.

Sincerely yours,

Mary Anderson, Director.

MA/EC
cam

WOMEN'S BUREAU
DEC 8 - 1942
DEPARTMENT OF LABOR

DEC 8 1942

Dalmatia Pa Dec 7, 1942

Dear Sirs,—

I have a problem before me that I cannot solve myself. so I made up my mind I would write to the Dept of Labor for some Information Concerning my work. and I hope you will help me out. I work in Millersburg Pa. in the Shirt factory we Made Army shirts for about 10 month Now, we are on Navy shirts, and I can not Make anything on them. of coarse we get our $3,20 a day. but I am off from my work one day a week or two days out of a pay. we get Pay every Two Weeks. and I pay 34 cents a day Transportation 25 cents for Insurance and the Social Security, Now you see what I have left to live on. I had $10.70 a week for the Last few weeks and every thing is sky high which we all knoed. I must pay rent and pay all other bills. as I am a Widow I have three Children at home Two of ~~them~~ work. but they only make their $18.40 a week and they give 10 percent for bonds so I can not effect much of them. but they pay their board and that isnt much more than what they eat $5.00 a week from each. They pay the same Transportation as I do. (I am 44 yrs old.) I put in my Application at Birnbackers Steel Defense plant, But he wont releas me. or I would go to the shoe-factory whe my Children work. But he wont allow it. Now I would be Willing to work for Bitler If I could get every day in a pay. (5 days a week, But I cant pay any Income tax Because I dont earn more than what I need. He knows that I am a good worker. In these 16 Months I only had only about 20 hours off that I asked to be home. and they know it. There are some more just as sick of it That I am. If the Transportation only wouldnt be so high, 34 cents for 10 miles. On School Busses.

and I absolutely can not quit work for 90 days to go and work some where else. Why? If they want to run a defense factory cant they, or dont; they give us defense wages.

These are the Last 3 pays I got, they are two weeks pays. $27.62 $24.45 and 24.84 Then I had to pay my transportaton out of them. and have no War bonds like they have at most places. Tell me must I stay at a place like that? When The Lady to my left can make her 90 cents an hours and I am not afraid

to work with any of the best ones
I get 3½ cents a Doz for hemming
backs and some are pre 16 + 16½ or make
98 Doz for the Code $3.20
They say Labor is froze But How will
poor people Live. and the Lady works
to my left has a Man that is foreman
at a Wagon works I am Willing
to prove any thing I said here. as I am
a Widow and have no support like
most women have.
so please let me know what I can
do. If I only would get every day in
I would be better satsfied But not
with a few days out of each pay.
I hope I will hear from you soon
I remain
Yours Truly.
Rosie Michaels
Bx 132

January 22, 1943

Miss Mary Sanderson
231 East Pearl Street
Burlington, New Jersey.

War file

Dear Miss Sanderson:

Your letter addressed to the Secretary of Labor Miss Perkins, has been referred to me for answer. A prompt reply has been delayed because we wanted to inquire carefully into the situation described in your letter.

First, may I say that there is no law freezing workers to their jobs. There are, however, some local areas described as "critical areas" where it is believed to be in the interest of production to urge or to continue workers on the jobs they are now doing. We find that there are critical areas in some cities, which, no doubt, is the reason for your being refused a release from your present job.

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I take it that at the time of your letter you were not employed in the shop which operates under a collective bargaining agreement so that you could report your case to the Union organization. I feel certain that the Union would have aided you in securing your release, so that you could accept employment in another firm.

Please share this letter with the co-signers of your letter.

I am sorry that we cannot give you more substantial help.

Sincerely yours,

MA/EC
cam

Mary Anderson, Director

231 East Pearl St.
Burlington
New Jersey.
1/12/43

RECEIVED
OFFICE OF SECRETARY OF LABOR
JAN 16 1943
AM
9|10|11|12|1|2|3|4|5|6
PM

[illegible] undersigned are submitting [illegible] evidence to you for some [illegible]. We are forbidden a release to go into a defense plant to work, to aid our country. Our superintendent, Mr. Mindell of Neidich-Cel-Lus-Ka, Corp. Penn and Dilwyn St. Burlington, New Jersey has refused to grant a release to anyone. He claims this is a defense plant, so we are submitting evidence to you, asking where this braid is used for defense. A very small part of the first floor is doing defense and that work is done by approximatly nine people. The evidence we are sending is the kind of work we do. There are approximatly fifety people doing non-defense work. We make forty-cents per hour, and after three years we gets two and half

231 East Pearl St.
Burlington
New Jersey.

1/12/

RECEIVED
OFFICE OF SECRETARY OF LABOR
JAN 16 1943
AM 9 10 11 12 1 2 3 4 5 6 PM

WOMEN'S B
JAN 16 1
DEPARTMENT OF

Dept. of Labor
Washington, D.C.

Dear Madam;

We the undersigned are submitting the following evidence to you for some advice. We are forbidden a release to go into a defense plant to work, to aid our country. Our superintendent, Mr. Mendell of Neidich-Cel-Lus-Tra; Corp. Penn & Dilwyn St. Burlington, New Jersey has refused to grant a release to anyone. He claims this is a defense plant, so we are submitting evidence to you, asking where this braid is used for defense. A very small part of the first floor is doing defense and that work is done by approximatly nine people. The evidence we are sending is the kind of work we do. There are approximatly fifety people doing non-defense work. We make forty-cents per hour, and after three years we gets two and half cent raise. We asked for a raise four month ago, he claimed Washington has refused us a raise. Yet we are refused a release to go into a defense plant where they are begging for help in vital ~~wark~~ work. We have been offered jobs in these plants. We want to know what we can do to compel this Man to give us a release? We have asked for help from the Unemployement Bureau, here in Burlington, and they have been very nasty to us and refuse to do anythinge, except send us back to Niedich Cel-Lus-Tra, claiming it is a defense plant. We would like to have this case investigated immediately, as we want to help win this war by working in a defense plant, where the work is important.

Your Truly

Mary Sanderson
Margaret Sexton
Mary Cucinotta
Muriel Stinnett
Ruth Flesch

325

January 22, 1943.

Compl

War file

Miss Helen Schensky
830 Columbus Road
Burlington, New Jersey.

Dear Miss Schensky:

Your letter addressed to the War Labor Board has been referred to me for answer. A prompt reply has been delayed because we wanted to inquire carefully into the situation described in your letter.

First, may I say that there is no law freezing workers to their jobs. There are, however, some local areas described as "critical areas" where it is believed to be in the interest of production to urge or to continue workers on the jobs they are now doing. We find that there are critical areas in some cities, which, no doubt, is the reason for your being refused a release from your present job.

After consulting with staff members of the U. S. Employment Service in the War Manpower Commission, I am glad to tell you that there is now being formed an overall employment stabilization program under which a uniform policy or control of hiring will be established. This program outlining the new procedure will be ready in about 10 days, and sent to the Regional Manpower Director of the different areas. In the meantime, you or any other workers whose employer refuses to give a release may present his case to the local employment office which will consider if you would be more valuable in other work, such as a job in the Western Electric Company. The employment officials in Washington have told us that the local office will consider the merits of your case.

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I am sorry that we cannot give you more substantial help.

Sincerely yours,

Mary Anderson, Director.

MA/EC
cam

W.B. Dec 31, 1942

WOMEN'S BUREAU
JAN 2 - 1943
DEPARTMENT OF LABOR

Dear Sir:-

To whom it may concern. I the undersigned am having some difficulty to received my release for new employment at the former place of employment The Company has only 5 percent of war work production which I didn't do any of it at all. Up to date I have been out from work for 30 days which I will not undertake to do this type of work again. The physician which is doctoring me advised me to Change my employment. for the job was causing me a nervous condition. At the local Uemployment office I do not received any assistance whatever so for these reasons. I am writing this letter and am asking for information as to what I should do

Sincerely yours
Helen Schunsky
830 Columbus Rd
Burlington, N.J.

January 21, 1943

Miss Jane Marie Shaffer
330 Nottingham Avenue
Oxford, Pennsylvania.

War file

Dear Miss Shaffer:

Your letter addressed to the Secretary of Labor Miss Perkins, has been referred to me for answer. A prompt reply has been delayed because we wanted to inquire carefully into the situation described in your letter.

First, may I say that there is no law freezing workers to their jobs. There are, however, some local areas described as "critical areas" where it is believed to be in the interest of production to urge or to continue workers on the jobs they are now doing. We find that there are critical areas in some cities, which, no doubt, is the reason for your being refused a release from your present job.

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I am sorry that we cannot give you more substantial help.

Sincerely yours,

Mary Anderson, Director.

MA/EC
cam

WOMEN'S BUREAU
DEC 11 1942
DEPARTMENT OF LABOR

330 Nottingham Avenue
Oxford, Pennsylvania
December 6, 1942

Mrs. Frances Perkins
Secretary of Labor
Washington, D.C.

Dear Mrs. Perkins;

At present I am employed by the National Fireworks Company, Elkton, Maryland. Due to the lack of work they are lay off a number of employees without release. We work with tethyl which cause a skin irritation know as "powder poison" and a cough. Being subject to bath, I would like to know if it is possible that I could abtain a release from this plant enabling me to work in any other war industry, nearer my home, or where there is no powder.

Our manager refered me to Washington, saying that labor has been frozen and he could not issue any releases.

I would appreciate your writing me any information you may have concerning my problem.

Yours truly,
(Miss) Jane Marie Shaffer

289

wm file

January 21, 1943.

Miss Yolanda Pennacchio
309 Delaware Avenue
Paterson, New Jersey.

Dear Miss Pennacchio:

Your letter addressed to the Secretary of Labor Miss Perkins, has been referred to me and to the Women's Bureau for answer. A prompt reply has been delayed because we wanted to inquire carefully into the situation described in your letter.

First, may I say that there is no law freezing workers to their jobs. There are, however, some local areas described as "critical areas" where it is believed to be in the interest of production to urge or to continue workers on the jobs they are now doing. We find that there are critical areas in New Jersey, which, no doubt, is the reason for your being refused a release from your present job.

After consulting with staff members of the U. S. Employment Service in the War Manpower Commission, I am glad to tell you that there is now being formed an overall employment stabilization program under which a uniform policy or control of hiring will be established. This program outlining the new procedure will be ready in about 10 days, and sent to the Regional Manpower Director of the different areas. In the meantime, you or any other workers whose employer refuses to give a release may present his case to the local employment office which will consider if you would be more valuable in other work, such as a job in the Western Electric Company. The employment officials in Washington have told us that the local office will consider the merits of your case.

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I am sorry that we cannot give you more substantial help,

Sincerely yours,

Mary Anderson, Director.

MA/EC
cam

Miss Frances Perkins
Secretary of Labor
Washington District of Colombia.

RECEIVED
OFFICE OF SECRETARY OF LABOR
NOV 24 1942
AM PM
9 10 11 12 1 2 3 4 5 6

WOMEN'S BUREAU
NOV 26 1942
DEPARTMENT OF LABOR

Dear Miss Perkins:

First of all let me intorduce myself.I am Miss Yolanda Pennacchio --309 Delaware Ave.--Paterson.N.J. An individual of misfortion and need your advice very badly.

I started to work about two years ago in Passaic.N.J. at the Novelty Sportswear--819--Main Ave. for Mr.Ledgen and Mr. Dickerman.I started as an experinced operator on a one needle machine.At the rate of $16.00 a week.The shop at that time was on army work,after contract expired we went back on civilan work.My pay went down to $14.40 a week.After that back to army contract work again;Shop went out on strike and every body's pay was raised. MY went to $21.00 a week,which at said time I was satisfied.

On Oct.14.1942.my brother entered the army,he was a big help to mother because his pay was good.Since he's gone it has been very hard for us to struggle along.I asked my boss for a raise and he refused,I then told him that I would go and look for something better and he told me to go ahead.I then went to the Western Electric Co.Applied for an application,passed the test they give you and was told that they couldn't give me my physical test because I had to have a release from my former employer.I then went to Mr. Ledgen and partner and they both refused.Asked the chairman of the shop and he said nothing could be done.From there I went to the New Jersey Unemployment Office in Clifton And Paterson N.J. and they told me they couldn't help me either.I then went to the New Jersey Medation Board and they didn't give me any advice either.This is why I am appealing to you for your help or advice.

Miss Perkins,all I want is my release so I can go to work some place else.I know these are hard times and we should all pull together; but what can a person do if all employers stick together and a hard working person cann't better oneself.At least I thing I am still in "America"which is a free country and where one can do better on an job if possible"Thank the good Lord"

If mother could go out to work I wouldn't bother anyone. But she is a sickly person and cann't.When she was in good health and brother was at home circumstances were much better for one and all.When I told my employer that I had to support my mother now more so then before he told me it was just to bad because he also had a family to support and that he refuses to release me on matter what the cost.

Miss Perkins, I am appaaling to you for help or advice as though I was your own flesh and blood.I really need this other job very badly because I cann't see mother worry over obligations that must be paid when due.Would appreicate it very much if you will give my case yuor inmediate atention and thanking you from the bottom of my heart.

Your's Truly.

Miss Yolanda Pennacchio.
309 Delaware Ave.
Paterson.N.J.

P.S. Enclosed you will fined a self stamped envelope for an early "reply"

War

January 15, 1943

Miss Sylvia Maples
Strand Hotel
1069 East Market Street
Akron, Ohio

My dear Miss Maples:

Your letter to the President has been referred to me for attention. I am very much concerned about the situation which you describe. It is of the greatest importance that women do their part to increase production by working in war plants. It is equally important however that conditions under which they work and live be made safe and comfortable.

I am taking this matter up with the proper Federal agency and hope that something can be done so that other girls will not have experiences similar to yours.

Sincerely yours,

MA:LS:MRG

Mary Anderson, Director.

8
Labor

Akron, Ohio
January 8, 1943

WOMEN'S BUREAU
JAN 13 1943
DEPARTMENT OF LABOR

Grand Hotel
106 E Market St

Hon. Pres. Roosevelt
Washington, D.C.

RESPECTFULLY REFERRED
FOR ACKNOWLEDGMENT
AND CONSIDERATION
M H McIntyre
Secretary to the President

Dear Pres. Roosevelt:

To start off with, there are five of us girls who have experienced something that we never knew would actually happen to us since being here in this strange town. We shall tell you just as it has been since we left home to come to work in this vital war industry—

Two of us started to Akron, Ohio, to work at the "Goodyear Aircraft Plant" January 2 - This was two sisters. These girls left home with the understanding of a job and board when they arrived in Ohio - This offer was made by one of Goodyears representives - Upon arriving here in Akron, while having breakfast in a down town drug store - We met three more girls from the south, whom had just arrived in town also. These girls had the same offer, offered to them as the two sisters had. In the meantime, all of us girls had financed ourselves since leaving home. When we became acquainted, we then started investigating about our job. We then found, after being interviewed we would have to finance ourselves for two weeks before we would receive a check. When we told our inter-viewer we weren't financially able to do so he laughed in our face, and said "Why dont you girls chip in and if you dont have enough - then, just go back home until you do have enough to

II

finance yourselves. Knowing we only had $6.00 between us, we came back to town and proceeded to find us a place to sleep—because we'd had know sleep for 48 hours. We walked until 11:30 in the snow and ice, that night, trying so hard to get some place to sleep and rest. The Editor of the Akron Beacon Journal newspaper, heard that we girls were on the street without any place to stay—He sent a man down to locate us girls and have us to go to the Strand hotel. As in other hotels there was no vacancy. But the mgr., after hearing our story—put all five of us girls in a room behind the hotel. We appreciated that very much. After paying for our one nights lodging, we found we had only one dollar left. One of the girls whom had walked all day in the snow, legs, became inflamed and swollen—She also had a very bad cold and is still in bed ill. We've had hardly any food to eat. And have gone without lots of meals. The hotel mgr. has loaned us some money to eat on—Two guests of the hotel has taken us five girls out to dinner a couple of nights. Each night we occupy this room is cost us $5.00. Today, the rates of the room was raised fifty cents per person. Mrs. Roosevelt, we girls are willing to help our country any way we possibly can. One of us, is going to work tomorrow with know money to buy lunch. By the time she gets paid one check won't pay for the hotel bill. We all would have gone back home but we haven't any way. Don't you think the company should finance the girls until they get paid, and take so much out each week on the checks—We hope this prevents other girls from suffering as we have in a strange town—Thank you very kindly—

Sincerely,

miss Katherine Johnson
miss Ester Thompson
miss Opal Thompson
misses Sylvia + Pat maples

January 15, 1943

Mr. Kimball Johnson
War Manpower Commission
Akron, Ohio

My dear Mr. Johnson:

After having heard you talk at the Catholic Industrial Conference in Cincinnati last month, I believe that you will be interested in the inclosed letter which was referred to us by the President's Secretary.

Although the Goodyear Aircraft Plant is probably not guilty of violating any State law or regulation, the policy toward new employees described in this letter certainly will not help the recruitment campaign for women workers. It occurred to me that possibly your area committee might be able to do something to persuade the company to modify its wage policy for beginning workers. I am sure that there must be hundreds of new workers who cannot afford to wait two weeks for their pay checks, especially if they have moved to a new community to take a war job.

We will appreciate very much anything that you can do to help this situation.

Sincerely yours,

Louise Stitt, Director,
Division of Minimum Wage.

Inclosure
LS:MMC

Copy

Akron, Ohio
January 8, 1943

Hon. Pres. Roosevelt
Washington, D. C.

Strand Hotel
1069 E. Market St.

Dear Pres. Roosevelt:

Respectfully Referred for Acknowledgment and Consideration. MHMcIntyre, Secretary to the President

To start off with, there are five of us girls who have experienced something that we never knew would actually happen to us since being here in this strange town. We shall tell you just as it has been since we left home to come to work in this vital war industry -

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Sincerely,

Miss Katherine Johnson
Miss Ester Thompson
Miss Opal Thompson

Misses Sylvia & Pat Maples

361

War file

January 8, 1943

Todd & Brown, Inc.
Kingsbury Ordnance Plant
LaPorte, Indiana

Gentlemen:

I want to congratulate your employees on winning the Army-Navy Production Award. I am very sorry indeed that it will not be possible for me to attend the Presentation Ceremonies on January 12, in the Civic Auditorium.

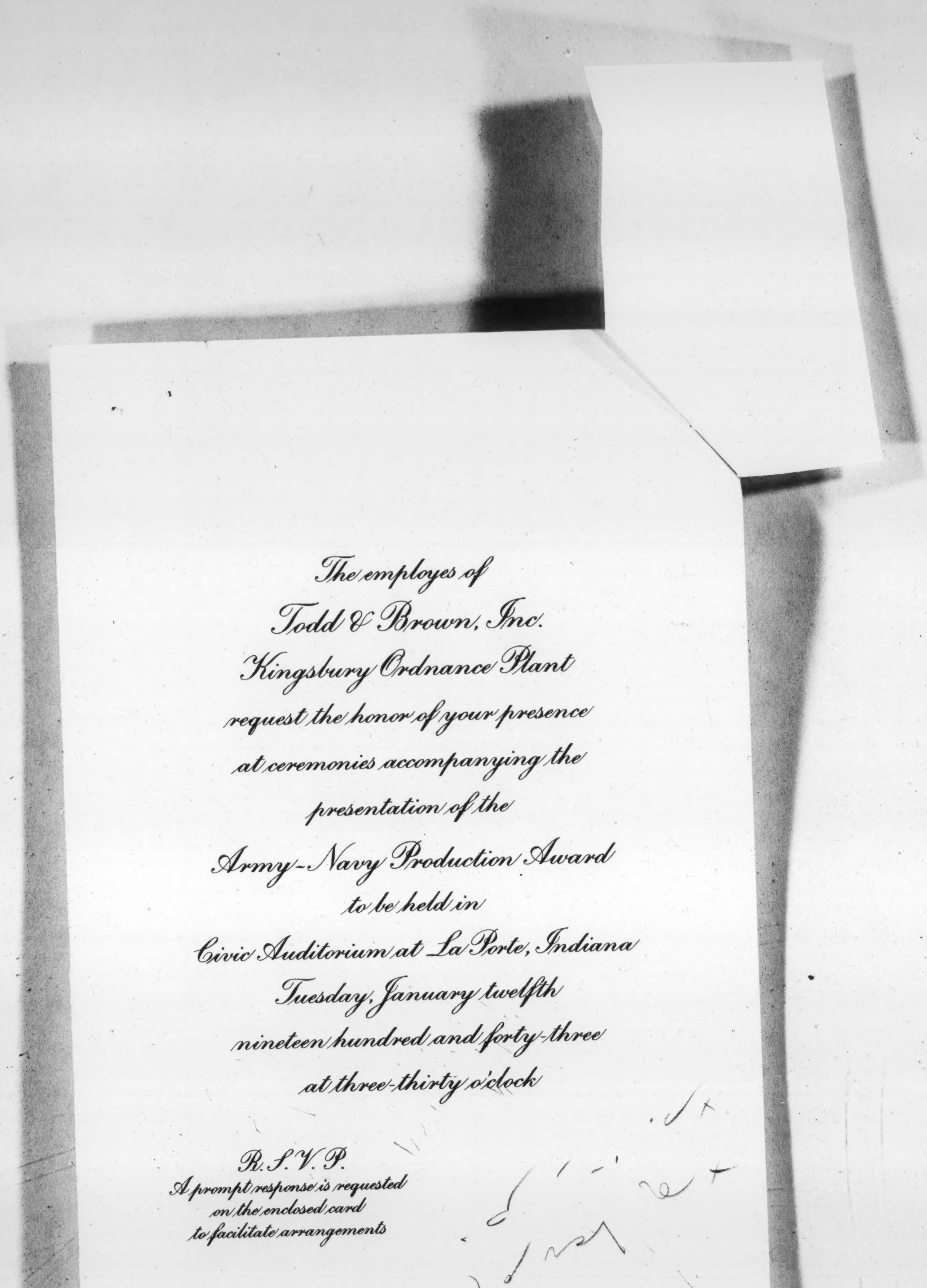
Sincerely yours,

Mary Anderson, Director

Mary Anderson
Director, Women's Bureau
Department of Labor
Washington, D. C.

Todd & Brown, Inc.
Kingsbury Ordnance Plant
request the honor of your presence
at ceremonies accompanying the
presentation of the
Army-Navy Production Award
to be held in
Civic Auditorium at La Porte, Indiana
Tuesday, January twelfth
nineteen hundred and forty-three
at three-thirty o'clock

R.S.V.P.
A prompt response is requested
on the enclosed card
to facilitate arrangements



The employes of
Todd & Brown, Inc.
Kingsbury Ordnance Plant
request the honor of your presence
at ceremonies accompanying the
presentation of the
Army-Navy Production Award
to be held in
Civic Auditorium at La Porte, Indiana
Tuesday, January twelfth
nineteen hundred and forty-three
at three-thirty o'clock

R.S.V.P.
A prompt response is requested
on the enclosed card
to facilitate arrangements

IMPROVING LABOR UTILIZATION

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This report was prepared by W. Duane Evans, Chief, Productivity and Technological Development Division, Bureau of Labor Statistics.

IMPROVING PRODUCTION AND PRODUCTIVITY THROUGH EFFECTIVE LABOR UTILIZATION PROCEDURES

During the earlier stages of the war, emphasis was placed primarily on the production of needed materials and weapons, irrespective of any cost considerations. More recently, scarcity of labor has become a major factor limiting overall war production, and the need for economy in the use of labor resources has gained increased importance. It is therefore not surprising that our production effort during the past year has been characterized by a growing interest in all aspects of labor utilization. Now that industrial mobilization is virtually completed, it is to be expected that improved efficiency in labor use will be a major factor in permitting increased production of needed munitions and essential civilian supplies.

An extensive library has been written on labor utilization. The purposes of the present discussion are to point out briefly the salient principles in this general field of inquiry, and to indicate methods which may assist in an analysis of the effectiveness of labor utilization procedures within the individual plant. The text is based not only on published studies dealing with various aspects of labor utilization but also on the actual experiences of a large number of plants during the war period.

Emphasis throughout has been on principles to be followed rather than on particular remedial methods, since the latter should be patterned to fit individual circumstances. By way of illustration, a great many different methods and schemes have been successfully used by different companies to combat voluntary absenteeism. Since some of these methods are incompatible with others, there is reason to believe that a particular administrative device, admirably fitted to the situation at one plant, might fail completely when installed at another. Accordingly, it would appear undesirable and probably harmful to recommend that any single scheme or group of schemes be generally adopted. The aim of a labor utilization analysis should not be to compare the particular practices or methods which are being used by a given plant with an arbitrary set of "good" practices or "accepted" methods; rather it should be to determine whether the methods in use are successfully contributing to the main objective of securing full labor utilization.

Good labor utilization requires that satisfactory use be made of all labor resources available to a producing facility. Because of the wide scope of this question, it necessarily includes a great variety of individual subjects.

Where scarcity of labor is a factor limiting production, all the labor resources of the community in which a facility is located should be fully exploited. This may require an appraisal of hiring practices and employment standards, and an investigation of the extent to which women, handicapped workers, minority groups, and part-time workers have been drawn into useful employment.

Full labor utilization also requires that all workers who are employed contribute an adequate number of hours to production. This in turn demands that the scheduled work week be of satisfactory length, that turnover and absenteeism be at a minimum, and that wasted time or idle time be reduced as far as possible.

Still another means of improving labor utilization is to direct workers' efforts in such a way as to achieve greater output. Job simplification, adequate training procedures, and improvements in manufacturing methods help to achieve this objective.

It is significant to note that while it is necessary to organize a discussion of labor utilization under a series of headings (such as absenteeism, employee training and upgrading, labor turnover, morale, plant methods, supervision, use of community labor resources, working conditions, and others), these headings are not mutually exclusive. For example, the effects of a single unsatisfactory environmental condition may be reflected in turnover, absenteeism, worker morale, and labor-management relations. A survey of labor utilization is therefore a complex undertaking and the interrelationship of all factors should be kept clearly in mind. While it is unlikely that any particular plant will be below standard on all phases of labor utilization, at the same time it is probable that in nearly every case there will be some aspect where progress is less satisfactory than for others.

The recruitment of new workers to staff expanded facilities or to replace personnel lost to other industries or to the armed services, the training of large numbers of inexperienced employees, the control of absenteeism and turnover, the provision of adequate supervision, all these and many other problems have been thrust before management in exaggerated form by the war. The resolution of these difficulties has called for greater alertness and flexibility from management, but the same methods of attack which have always characterized good management have in most cases proved effective. Even the most difficult problems of labor utilization usually yield to an approach which recognizes the following familiar but fundamental principles:

1. Means must be established to bring the problem to the attention of management.

2. A clear policy for dealing with the problem must be formulated.

3. Responsibility for carrying out the policy, with coordinate authority, must be specifically delegated.

4. A check on the effectiveness of the policy and the efficiency of those designated to carry it out must be provided.

I. ABSENTEEISM

Absenteeism is potential working time lost because a worker fails to report for work when scheduled to do so. The direct production time thereby lost is important, but it is aggravated by the inevitable disarrangement in working schedules which necessarily ensues. Where work is handled in progressive steps, a single worker's absence can reduce the effectiveness of the labor of many others. Accordingly, good labor utilization demands that absenteeism be held to a minimum.

Absenteeism may be voluntary or involuntary. Both voluntary and involuntary absences are considered in computing an absenteeism rate. This policy is followed not only because of the difficulty of deciding in many cases whether an absence is voluntary or involuntary, but also because both types of absence interfere with production in the same way. Efforts to reduce absenteeism should be directed at absences which are justified as well as those which are not.

The actual causes of absenteeism cover a wide scale. At one extreme, we have involuntary absences caused by physical disability of the worker through sickness or accident. A great many absences are on the borderline between the involuntary and voluntary. Absences to visit ration boards, cash checks, pay bills, shop for furniture and clothes, seek better housing, and to secure medical, dental, or legal assistance are of this type. Absences in this category are generally under the control of the worker to some extent, but they may be considered justified because of the great personal inconvenience which would be required in order to avoid them. At the other extreme, absences may occur for some wholly frivolous reason.

In speaking of the reasons underlying absences, it is necessary to distinguish carefully between the actual cause of an absence and the excuse which may be given for it by the worker. Unless there is careful verification, a worker who has been absent under circumstances of questionable justification may give as the reason not the true cause, but rather an excuse which he knows from experience will be readily accepted.

Absence Rate

Figures showing the over-all absence rate of a plant should be regarded as necessary management statistics, not only for showing whether at the moment absenteeism constitutes a serious problem, but also for indicating the trends in absenteeism experience. If absence rates are not regularly available, arrangements should be made to secure them. In compiling such figures it is probably desirable to follow the definitions and procedures established by the Bureau of Labor Statistics for collecting absence data from war plants. It is not only convenient to follow a set of established definitions, but in addition this procedure will permit comparison of the results with figures for a large number of other plants. A copy of the form used by the Bureau of Labor Statistics to collect absence data (B.L.S. Form 1415) will be sent on request.

The best method of determining whether a facility is above or below standard with respect to absenteeism is to compare its absence level with the average for other similar establishments. If the plant's rate is below average, there is probably no problem warranting further investigation. Monthly absence rates for about 30 important war industries, based on reports covering about 5 thousand establishments and 5 million wage earners, are available from the Bureau of Labor Statistics for the period March 1943 to December 1944 (see Appendix Table 1).

In all war industries together, absenteeism rates recently have averaged between 6 and 6½ percent. Any firm with a lower rate accordingly has a record which is at least as good as that of the average war plant. At the same time, there is in virtually every industry a substantial number of establishments which report rates below 4 percent; the entire petroleum refining industry usually reports an average below this figure. At the other extreme, the shipbuilding industry usually averages between 8 and 9 percent. The minimum long-term rate for any large establishment is probably in the neighborhood of 2 percent, since sickness alone is likely to account for this proportion of absences.

Late shift work, long hours, new and inexperienced workers, and large proportions of women tend to increase absence rates, but such conditions in themselves do not explain an unsatisfactory absenteeism record. Many firms, unfavorably situated with respect to the above and other factors, nevertheless have been able during the war period to keep their absence rates well below average.

Voluntary Absences

One of the most important steps in a program designed to reduce voluntary absences is the establishment of a definite policy with reference to unjustified absences. This should make clear the attendance standards which management expects the workers to meet, and the disciplinary steps which will be taken in the case of repeated unjustified absences. It is usually desirable to indicate that violation of attendance rules will be subject to disciplinary action in the same fashion as violation of other company regulations.

A policy on absenteeism must not only be in existence, it must also be known to employees in order to be effective. Accordingly, it should be established whether each employee is fully informed regarding the company's policy. It is hardly necessary to add that it is important that the company's policy be fair and equitable and accepted as such by the employees themselves. If employees do not understand or do not approve of the company's policy, disciplinary action instituted under it is likely to cause resentment. To avoid this, many companies have found it desirable to discuss their policy on disciplinary treatment of absentees with employee representatives, either through their unions or through a labor-management committee.

To carry management policy into effect, it is necessary that some notice be taken of each absence. Therefore, workers should be required to account for the periods when they fail to report for scheduled work. Frequently, a written statement giving the reason or excuse for the absence is demanded. This may be supplemented by an interview. So far as possible, the interview should be conducted by an individual who is interested in the work of the employee. The worker's foreman or assistant foreman may meet this description. The control will be ineffective if the requirement to account for an absence becomes merely a routine obligation.

The record of an absence and explanation for it furnish the material for checking on habitual absenteeism. Many companies keep individual files on each worker. Each new entry of an absence is accompanied by a routine check on the worker's past record, and repeated absences become apparent quite readily. A regular program to locate and discourage repeated absences should be based on these or similar records.

The reasons assigned by workers for their absences, even when not verified, may furnish valuable information on the causes underlying involuntary or semi-involuntary absences. This material cannot be fully utilized, however, unless it is periodically reviewed, assembled, and brought to the attention of management at a sufficiently high level so that any corrective action indicated can be taken. Some person in the plant should have the specific responsibility for carrying on this work.

Involuntary and Semi-involuntary Absences

The main source of wholly involuntary absence is, of course, sickness. Some firms have attempted to reduce sickness absenteeism by various means. Commonly, such programs are instituted under the supervision of the plant medical department and are usually educational in nature, although sometimes they are preventive. Examples of the latter are distribution of vitamin preparations during the winter months in an effort to reduce respiratory illness, and re-examination of workers after absence because of sickness to insure that some communicable disease is not transmitted to other workers. Special measures are usually taken in departments where the work is of such a nature that sickness hazards are increased. Examples of such conditions are found in forge shops or where paint or solvent fumes are present.

Many absences are semi-involuntary. In such cases, personal circumstances make it difficult to avoid some loss of working time, but the worker may have partial control of the time when the absence will occur. Absences of this type are caused by the necessity for shopping, getting laundry, securing repairs on personal automobiles, attending to gas, tire, and food rationing problems, seeking adequate housing, providing for care of minor children, and the like. Because such absences are closely related to plant working hours, increases are to be expected during the wartime period. General adoption of a 6-day work-week has reduced the daytime hours when workers are free to attend to personal business. Increases are also to be expected because a greater number of families have no adult members who are not working.

Semi-involuntary absences are closely related to labor turnover. The same personal difficulties and inconveniences which cause such absenteeism may eventually move the worker to seek a more permanent solution by changing his conditions of employment. For example, a close relationship between poor housing and inadequate transportation on the one hand and high absenteeism and excessive turnover on the other is fairly obvious.

To reduce absences of the semi-involuntary type, the plant should be aware of the important types of worker problems and should institute any appropriate services and programs which seem to be necessary. Accordingly, if absenteeism at a given facility appears to be excessive, the extent of such activities may profitably be examined. Some of the types of services which may help to reduce absences are described in the following section.

II. SERVICES FOR EMPLOYEES

Unavoidably, a part of the time of every person must be devoted to personal affairs. In the normal course of events, it is expected that an employee will discharge his personal obligations during hours when he is not scheduled to work, but wartime operating conditions have made this more difficult. The crowded and overloaded condition of community facilities in many areas has augmented the worker's difficulties in obtaining necessary services. These factors and the additional responsibilities connected with rationing and Selective Service which have been imposed on him have increased the demands on his free time. Moreover, the longer working schedules now commonly in effect have reduced the number of hours available to the average worker for personal affairs. Finally, the reduction in the number of families with non-working adult members has made it more difficult for the average worker to shift part of the burden of his personal affairs to another family member. Because of this situation, many companies have established various services to assist their employees in meeting the conditions of wartime living. Such programs may have an important bearing not only on absenteeism, but also on turnover, worker morale, and employee efficiency.

Extra services for workers are, in general, necessary only because of wartime operating conditions, and frequently they have had no counterpart in peacetime. Consequently, the different plans adopted are extremely varied in nature, depending on individual circumstances. Because of their temporary nature they are sometimes administered very unevenly. A few examples will illustrate the types of services which may be rendered.

The necessity for workers to appear at irregular intervals at ration boards has led some large companies to establish branch ration boards at the plant itself so that such matters may be attended to in a relatively short time during the working day.

Some employees have experienced considerable difficulty in securing adequate housing within reasonable transportation distance of the plant. Accordingly, some companies have established listings of available housing facilities for the benefit of their employees. Where sufficient housing was not available, companies have also cooperated with local and federal government agencies to provide additional facilities.

Inadequacies of marketing, laundry, and cleaning facilities in crowded war centers have sometimes made it difficult for workers to take care of such things in off-duty hours, especially where women who would normally take care of household tasks have been brought into factory employment. Some companies have made arrangements so that their employees can take care of these responsibilities at or near the plant at convenient times. Other companies have joined with community organizations to insure that shopping, laundry, recreation, banking, and medical facilities are open and available to the worker during off-duty periods.

arrangements for the formation of car pools are frequently established. Centralized

Adequacy of child care services has an important bearing not only on the ability to recruit women with minor children for employment, but also on the continued and regular attendance of such women. Some companies have been active in seeing that child care facilities were available in convenient locations.

The activities of different companies in attempts to insure adequate transportation for their employees have been of many different types. With respect to transportation by private automobile, centralized responsibility for assisting workers through the intricacies of gasoline and tire rationing has also been helpful. With respect to public transportation, some companies have arranged with nearby firms to stagger shift schedules in such a way as to reduce peak-load demands on limited transportation facilities. Other companies have arranged to secure needed additional public transportation by bringing the problem to the attention of local transit companies or the Office of Defense Transportation.

At many war plants, a large proportion of the employees depend on privately owned automobiles for transportation. The increasing age of these vehicles has made breakdowns and the necessity for mechanical repair more frequent. Since at the same time it is becoming more difficult to get repairs made, some firms have attempted to set up central arrangements through which employees can secure repair services.

Arrangements to cash workers' pay checks have in some cases helped reduce absenteeism, and facilities for granting emergency loans have assisted in limiting both absenteeism and turnover. There have been cases where workers quit their employment because it was the only way for them to secure promptly their accumulated earnings for an immediate need.

Company assistance in meeting the personal problems of workers contributes directly to the reduction of absenteeism; it also limits the number of excuses for absenteeism which might be considered acceptable under an absence control program. It thus becomes more difficult for a worker to furnish reasonable excuses for casual absences.

It is important to note that no single facility should necessarily engage in the entire series of services mentioned above. Rather, such activities should come only after the need for them has been established, and the details of any particular plan should be carefully fitted to the particular circumstances. The lack of any organized program for dealing with the problems mentioned above may, however, have an important bearing on the effectiveness of labor utilization.

There is danger that management interest in a program may lag after it is instituted, so that its operation becomes haphazard and unreliable. Under such conditions an originally sound and well-conceived program may become a liability rather than an asset. During its life, any program of service for employees should be actively prosecuted; otherwise it may become a focus for employee dissatisfaction.

III. LABOR TURNOVER

Labor turnover occurs whenever there is some change in the working personnel of a plant. The term covers both accessions and separations, but it is usually the latter phase of turnover which receives principal attention.

A certain amount of turnover is unavoidable, and some should be regarded as beneficial, especially in the early stages of a war production program when it is the process whereby new and expanding plants secure a necessary nucleus of experienced workers. However, where turnover represents simply the planless movement of workers from job to job without regard to the needs of the war effort, it may be detrimental. It is always difficult to maintain production at proper levels with a working force which includes a large proportion of new workers. Moreover, excessive turnover needlessly multiplies the costly and time-consuming process of inducting and training new workers. It increases the supervisory workload, since supervisors must usually shoulder a large part of the burden of training new employees. Rapid changes in personnel can quickly disrupt a smoothly-operating organization.

The direct and indirect cost of replacing a single employee who quits and of integrating the new worker into the labor force of a plant may amount to as much as several hundred dollars, depending on the training which may be needed. The process is seldom inexpensive. It is obvious that reduction of turnover by even a few cases each month may result in substantial cost savings; extra time and effort spent on preventive measures may represent a worthwhile investment.

Turnover Rates

In large plants, summary information on turnover should be regularly available to management for control and policy purposes. In smaller plants, because of the more personal setting of employment questions, there may not be an equivalent need for figures.

Statistics on turnover are usually compiled on a monthly basis and are expressed in terms of the number of separations and the number of accessions per hundred employees on the payroll. When compared with similar data for other plants, turnover figures help to show the magnitude of the problem at a given plant; the trends established by continuing figures may indicate the need for new action on recruitment policies before the problem becomes acute. Tabulation of figures in somewhat greater detail, by departments, shifts, or sex, may point out trouble spots which would otherwise be obscured in the general picture and where corrective measures may prevent future quits. It goes without saying that statistics on turnover will be of little value if tabulated merely for purposes of record-keeping; they should be used as guides to management policy.

Current figures on labor turnover by industry and sex which may be used for comparative purposes are published monthly by the Bureau of Labor Statistics. These figures, together with descriptions of the methods used in computing turnover rates, may be obtained on request (see Appendix Table 2).

Separations from employment are usually classified by type under the following headings: quits, discharges, lay-offs, military separations, and others. In peace time, discharges and lay-offs account for most separations, but in a war period, quits predominate. In 1939, quits accounted for about one-quarter of the average monthly separation rate of 3.14 percent for all manufacturing industries. In 1943, quits represented nearly three-quarters of a monthly separation rate averaging 7.23 percent. At the end of 1944, average quit rates for particular industries varied from less than 3 to more than 7 percent, and the quit rates for individual establishments covered a much broader range. In general, a quit rate exceeding 5 or 6 percent per month is regarded as a danger signal, although the critical level will vary with the circumstances of each individual plant. Where much casual labor is used, a quit rate of 7 or 8 percent may not be regarded as serious. On the other hand, 3 percent may cause concern where experience is an important factor for most classes of employees.

Quits

Many quits are avoidable. The process of reducing a plant's quit rate should begin when a worker is hired. A worker is far less likely to seek other employment if he is placed in a job for which he is physically and psychologically suited. While hiring interviews, aptitude tests, and medical examinations are carried out mainly to insure that the worker will meet the employer's minimum standards for a job, proper placement from the worker's standpoint should also be kept in mind. A worker placed below his proper skill and wage level may be no bargain if he quits after brief employment.

It is important to help a worker to adjust himself to the conditions surrounding his new employment. Company policy with respect to wage payment, promotions, attendance, vacations, safety rules, and the like should be explained to him as soon as possible. He should be acquainted with the details of any grievance procedures or benefit programs. It may be helpful to describe the contribution of the worker's job toward the final product of the plant, and to relate this product to the war effort. Such instruction is especially important at the present time, when so many persons without previous industrial experience are being employed. The use of a systematic rather than a haphazard induction procedure may pay substantial dividends in sound employee adjustment to new working conditions. It is possible to prevent many serious misunderstandings which can arise where the new employee must depend principally on fellow workers for knowledge of plant policies and programs. Information obtained in this casual manner is often both incomplete and inaccurate.

Even with due attention to proper placement and induction, it cannot be assumed that satisfactory adjustment will follow automatically. A systematic follow-up some weeks after entrance on the job may locate potential trouble in time to permit preventive action. Such a check should cover both the worker and his supervisor, and it should reveal whether the worker is satisfactory in his job and satisfied with it. This period, when the worker has become acquainted with plant routine, but has not yet become fully geared into it, is probably the most critical of all in determining whether the worker is likely to continue in his employment for any long period. Placement at the wrong skill level or in the wrong job, personality conflicts, inconvenient shift assignments, and similar difficulties may be located and remedied at this stage before they cause the worker to seek other employment.

In some war plants it has been necessary at times to assign virtually all incoming workers to departments with acute personnel shortages, irrespective of the capacities or preferences of the individual workers. High turnover naturally accompanies such a practice, but it has been minimized in some cases by an active follow-up program. The promise of more appropriate placement later,plus evidence of real management interest in the worker, has given employees a better appreciation of the emergency nature of the situation and helped prevent separations.

It is usually desirable in any plant to have some person attached to the management to whom workers can go for a sympathetic discussion of personal problems which may affect their work. In large plants, trained personnel counsellors may be used. Such counsellors should be carefully selected for their ability to inspire confidence among employees, and they should have a feeling of genuine interest in employees' problems. If their work is to be effective, they should avoid discussing matters which should properly be taken up through established grievance channels.

Exit interviews may help to reduce turnover. Two main objectives should determine the form of such interviews. First, a genuine attempt should be made to induce the worker to remain on the job. Such an effort will not usually be effective if the person conducting the interview feels that the worker's decision is irrevocable and permits the interview to become a mere formality. Second, an intensive effort should be made to discover the true reason why the worker wishes to quit. This may require some time and ingenuity; it cannot be assumed that a worker will state immediately the real cause for his dissatisfaction. The records of termination interviews should, of course, be used systematically to help prevent future quits by improving or correcting conditions which might cause them. Where these records are used as guides to action they may be of real value; as papers in a file cabinet, they are useless.

A certificate of availability for other employment should not be granted to a worker automatically upon request. These certificates should be given (1) when a worker faces real personal hardship because of continued employment in his present job, (2) when the worker is not being used at his highest skill, or (3) when the worker is no longer needed. The propriety of granting a certificate should be carefully established in each instance; to give them out in a perfunctory fashion defeats the entire purpose of the arrangement.

It is important to remember that quits may occur for a great variety of reasons. Among the in-plant conditions which cause quits may be mentioned dissatisfaction with the job, inequitable wage structure, unsettled grievances, limited opportunity for promotion, unpleasant working conditions, unsatisfactory relations with supervisors, and unwillingness to be assigned to late shifts. Community factors may also be important. Difficulties with housing, transportation, child care, shopping, and the like are especially likely to cause women to quit. The most effective means of reducing quits is to discover their basic causes and correct them so far as this may be possible. All available sources of information which may reveal why workers are dissatisfied with their jobs or why former workers have quit should be exploited.

Military Separations

Comparison of the military separation rate with that for similar establishments may indicate that a particular plant is especially vulnerable in this respect. It is the responsibility of the management of the particular plant to determine whether the withdrawal of eligible men under Selective Service is likely to impair operating efficiency and to institute such steps as may be necessary. In this connection, familiarity with Selective Service regulations and procedures is important, and, accordingly, it may be desirable to centralize responsibility for dealing with draft boards in the hands of a specified individual. In requesting deferments, it should be remembered that a technical job title will not indicate the importance of an individual's job to a non-technical draft board. Moreover, where the war use of a plant's product is not obvious, it should be explained carefully in clear and simple terms. The burden of proof that a deferment is necessary to the war effort rests on the employer, and to be successful a request must carry this conviction to the draft board. Where a number of draft eligibles are involved, the preparation of a replacement schedule certified by the State Director of Selective Service may assist in the orderly withdrawal and replacement of workers.

IV. FULL USE OF COMMUNITY LABOR RESOURCES

Because of the great demands of the war program, many companies have found it increasingly difficult to secure enough workers to man their production operations adequately. To remedy this, they have found it necessary to use more intensive recruitment procedures and to utilize labor groups which were not previously employed. The use of local labor reserves, including women, older workers, boys and girls, racial minorities, persons with physical handicaps, and part-time workers, helps to relieve labor shortages and reduces the need for in-migration of workers, with accompanying additional strain on community facilities.

Recruitment Procedures

Recruitment practices which were satisfactory in the pre-war labor surplus period may be entirely unsuitable at the present time. The company in a labor-shortage area which still depends on calls at the employment gate to staff its plant is least likely to meet with success. Some plants in isolated locations have found it profitable to move their employment offices to conspicuous locations on main streets and make arrangements so that propsective workers can be interviewed and hired on the spot. Many firms have found it necessary to launch intensive recruitment campaigns. Some have treated recruitment as a sales problem, and have made use of the abilities of their own sales departments. Carefully prepared newspaper advertisements and appeals on the radio have been supplemented by contacts with local schools and colleges and requests to employees to refer friends and relatives.

It may be necessary to revise employment standards in order to obtain enough workers. Former restrictions on the age, sex, or physical conditions of prospective workers may seem less inflexible in the light of an acute labor shortage. Persons who were not previously in the market for jobs constitute the principal labor reserve now available.

Recruiting is likely to be most effective if responsibility for hiring is centralized in a plant personnel department which is thoroughly familiar with total labor requirements of the plant and with the labor supply of the area. Wherever possible, recruitment should be planned in advance of actual need, especially for skilled workers and supervisory and technical employees. The recruitment program should be carefully integrated with production plans. Where marked expansion is likely to take place, this coordination is sufficiently important so that responsibility for it should be specifically designated. Adequate turnover records may assist in the anticipation of needs for replacements. An increasing number of plants are finding it necessary to depend largely on up-grading to fill quotas of skilled workers, with recruitment plans largely geared to supplying sufficient numbers of inexperienced workers.

Since the U. S. Employment Service plays an important part in recruitment, and is responsible within an area for relating the demand for and supply of labor, it is usually desirable for the plant personnel department to maintain close and cordial relationships with the local office of the U. S. Employment Service. This office should be the plant's principal contact with the War Manpower Commission. Under some circumstances it may be in a position to offer valuable services to the plant.

Employment of Women

Women constitute the only important reserve of full-time workers now available to many establishments. During the present emergency, they have replaced men in many jobs traditionally held by male workers, and experience indicates that they may be equally efficient. On jobs of a repetitive nature or which require considerable manipulative dexterity, women are frequently more productive. The most obvious limitation on the use of women is their lesser average physical strength, but, on jobs within the range of their strength, their physical endurance may equal or exceed that of men. Comparison of the percentage of women in a given plant with the proportion utilized in establishments of a similar type may indicate that full opportunity has been made of this labor resource. Information on the proportion of women workers in various industries may be obtained from the Bureau of Labor Statistics (See Appendix Table 3).

Selection and Placement

A careful and systematic analysis of existing occupations within aplant will usually reveal many which are suitable for women. The physical strength required is usually the most important criterion of suitability. To facilitate the greatest possible use of women, it may be desirable to break down certain unsuitable occupations and regroup the functions into new jobs, some of which are appropriate for women. The introduction of mechanical handling and transportation equipment may also increase the possibilities for use of women.

The systematic selection of women for jobs is as important as the selection of jobs for women. Women vary in physical ability as men, and a job which can be adequately filled by most women may be wholly inappropriate for some. Adequate pre-employment physical examinations may be of considerable assistance in preventing poor placement. It is also more important with women to seek assurance that outside responsibilities or home duties will not interfere unduly with job performance before an investment in placement and training. Pre-employment training which simulates actual job conditions and working schedules has proved useful to some firms in revealing such conflicts.

Induction and Training

It should be kept in mind that many women will lack previous industrial experience and so will require extra assistance in adjusting to factory routines. It is usually desirable to provide them with a broad picture of the purposes of and processes used by the establishment, orienting their place in the structure, in addition to the more usual information on rules, regulations, safety practices and the like.

Where women have not previously been employed, unusual care should be exercised at the time of initial placement to insure their acceptance by fellow workers on an equal footing. Special care in selection, placement, and training will help, since full acceptance will usually follow once efficiency is demonstrated. Because women frequently lack prior experience, detailed training is usually necessary. It should be assumed in such training that the worker has no previous knowledge of tools or techniques until the contrary is demonstrated. Each step, from the beginning, should be carefully demonstrated, and additional steps should not be undertaken until it is certain that all previous instruction has been thoroughly understood. Training should be carried on only be persons who have the patience to work with those who lack previous mechanical experience. Continuing sympathy with the problems of the beginner is essential.

Supervision and Counseling

Supervisors who work well with male workers may be less satisfactory in connection with women. The supervision of women frequently presents different problems in worker psychology and this should be kept in mind in selecting supervisors. Where numbers of women are employed, women personnel counselors are reqquired and are almost universally used to act as liaison between the women workers and management. Women acting in this capacity are usually far more satisfactory than men in handling the special problems of women workers. The number of such counselors will vary with circumstances, but, for full effectiveness, it should be large enough to permit dealing with the worker's problems in an unhurried manner.

Special Considerations Relating to the Employment of Women

Plant environment is especially important in determining the attitudes of women toward their jobs. Special toilets and rest rooms should be installed close to work areas and should unfailing be maintained in clean and sanitary condition. The lack of adequate or clean facilities rapidly leads to dissatisfaction. Policies with respect to permissible types of work clothing should be decided on and adopted before possibly conflicting habits or customs are formed. Companies usually require women to wear shoes with low heels and closed toes, and frequently recommend slacks. Women working around machinery are usually required to wear some head covering. Information on sanitary facilities, work clothing, and safety practices as they relate to the employment of women may be obtained on request from the Women's Bureau of the U. S. Department of Labor.

In most states, employers of women must observe certain restrictions relating to hours and working conditions which do not apply equally to men. Many of these restrictions, especially those relating to night work, have been relaxed during the war period. Usually an exception to the regulations is granted by the appropriate department of the state government upon application and a showing that the health of the women involved will be adequately protected. Information regarding the status of such regulations may be obtained from the stage government.

It is highly desirable that a firm formulate a clear policy on the employment of women during pregnancy. Some concerns do not hire pregnant women, and discharge women workers as soon as pregnancy is apparent. Such a policy encourages concealment of pregnancy and frequently contributes to injury of the worker. Moreover, it results in loss of the services of experienced workers during a considerable period when useful work can be performed. Other firms have found it desirable to inform women that they will be continued in employment during pregnancy until it appears that the work may endanger their health. In some cases, the firm's policy includes transfer to less strenuous work, where this is feasible, and a guarantee of reemployment rights after conclusion of pregnancy.

It should be remembered that, even though she is industrially employed, a woman may continue to have important household duties. She will usually retain the major responsibility for shopping, care of children, care of the sick, and maintenance of the home. Accordingly, it is to be expected that absence rates for women will be somewhat higher than for men. This need be no drawback, provided absences are kept within reasonable limits, and the experience of firms which have successfully used women workers for many years shows that this is entirely feasible.

Employment of Physically Handicapped Workers

Many physically handicapped persons are efficiently employed in war work today. Experience indicates that such persons, suitably placed, are as productive as those considered unimpaired, and usually they contribute less to turnover and absenteeism than non-handicapped workers. Full utilization of the handicapped in industry is important not only because it permits during this emergency the use of a significant labor reserve, but also because it provides the only satisfactory solution to a social problem which will necessarily become more pressing as a direct consequence of the war. The attitude and interest of employers will determine whether those injured in the war or in factories become in large measure wards of society or self-supporting, self-respecting, and responsible members of the community.

The principal bar to the utilization of the handicapped has been non-discriminating physical prerequisites for employment set up by many employers. The key to the effective use of the impaired is full application of the principles of selective placement. This implies that a job which is to be filled will be analyzed in terms of the specific mental and physical requirements and experience that its successful performance entails, and that all workers who meet these requirements will be given consideration. Where the job analysis is carried through in such specific terms it will frequently be evident that the possession of certain physical handicaps is completely irrelevant to satisfactory performance. For example, a leg impairment may not preclude efficiency in a sedentary job, but, under the undiscriminating physical standards for employment adopted by some concerns, it might prevent the hiring of a highly productive worker. Positions for some handicapped workers may be found by spot placement, but full utilization can be achieved only by a systematic policy of selective placement. Further information on the application of selective placement principles in war plants may be obtained from the U. S. Bureau of Labor Statistics.

Employers are sometimes reluctant to hire handicapped persons because of fear of higher compensation costs in the event of a second injury. Many states have made provision for this contingency by limiting the employer's liability to the injury received in his employ. Information on this subject may be obtained from any state workmen's compensation commission or from the Division of Labor Standards of the U. S. Department of Labor.

Employment of Part-Time Workers

The employment of part-time workers enables a concern to increase its labor force and to utilize the special skills and training of persons not available for full-time work. The use of two or more part-time workers may release a full-time employee for another job where split shift scheduling is impractical. This type of recruitment also reduces absenteeism, since it permits the employees with outside responsibilities to work shorter hours. Many employers use part-time workers to give regular employees time off. Housewives probably comprise the largest potential source of part-time labor. Other groups include high school and college students, white-collar workers, handicapped persons, and retired workers. Students used as part-time workers can become an important source of trained and experienced full-time workers during vacations or upon the completion of courses.

In employing part-time workers, the scheduling of satisfactory working hours is of major importance. The hours during which part-time work is scheduled will largely determine the type of worker obtained. Housewives are most likely to be available during the day time. Late afternoon and evening shifts will attract students and workers who have full-time jobs elsewhere. A few companies have part-time employees working in teams, one worker employed the first half of an 8-hour shift and the other the second.

Office and clerical work involves many jobs of routine nature which are particularly adaptable to part-time workers. This practice often permits the transfer of regular workers to production jobs.

The recruitment of office workers and business men for part-time production jobs has been especially satisfactory in some cases. Employers report that such workers have lower turnover and absence rates, and in some cases higher rates of production, than full-time employees.

The more strenuous production work supplements sedentary office work in a way that seems to be beneficial to the individual. Workers who attempt to carry a part-time job in addition to a physically exhausting full-time activity are usually less satisfactory.

Some additional record-keeping must be expected in connection with the use of part-time workers but this will seldom be an important consideration. The assimilation of part-time workers into regular operations will be most difficult if their use is deferred or withheld as a last resort. The limited use of part-time workers can provide valuable experience in advance of their possible utilization on a larger scale. The scheduling of part-time personnel requires as much planning and initiative as for full-time workers.

V. EMPLOYEE TRAINING AND UPGRADING

Training services must be provided on a far more extensive scale during the war period than has been common in industry during peace time. The need for preparing personnel quickly for new production routines and for training large numbers of recent recruits, many without previous industrial experience, requires the full utilization of all established types of training--supervisory, pre-employment, on-the-job instruction, and preparation for upgrading. Yet many companies managing large plants have expanded from small scale operations and have only limited experience with training. Other establishments which have grown only moderately often do not recognize the need of some training. It is frequently not appreciated that adequate training programs can be of considerable assistance in combating turnover and poor morale.

Of similar importance, at the present time, is the improvement and acceleration of upgrading procedures. The rapid expansion of establishments in war production together with losses to the armed forces create unusual demands for skilled workers and supervisors. Since new employees with experience are ordinarily unavailable, these jobs, in large measure, have to be filled by the promotion of those already employed. This necessitates for many plants an advancement of upgrading methods to meet these needs and enlarged facilities for supplementary training to insure that sufficient workmen will be qualified for promotion when needed. Well organized upgrading systems also contribute to general efficiency by giving employees an added incentive to do good work and remain at the plant. An evaluation of existing facilities for pre-employment instruction, job training, and training for promotion is therefore of real importance.

Supervisory Training

The training of supervisors is probably neglected most, since the effects of inadequate training are often not directly perceptible in plant operation. Actually, poor supervision has many serious and pervasive consequences, ranging from employee dissatisfaction with resulting excessive turnover to production deficiencies. At the present time, when supervisory work carries additional heavy responsibilities for new processes, new products, and the training of other workers, adequate preparation of leadmen, foremen, and superintendents is especially necessary.

A satisfactory basic training for supervisors which demands a minimum of cost and participation from management may be provided by the War Manpower Commission Training Within Industry courses. Information on these courses may be secured from the nearest War Manpower Commission office or from the Bureau of Training, War Manpower Commission, Washington, D. C. Three 10-hour courses are available in Job Instruction, Job Methods and Job Relations Training. The first of these gives the essential points involved in training others, the second covers the improvement of specific production methods, and the third stresses the principles involved in working best with subordinates. The courses are stripped to essentials and geared to the tempo of war needs. Plant officials in charge of training may take 4 day Institute Courses. These may be supplemented by any variety of additional training developed by the concern or by private management organizations.

Pre-Employment Training

Pre-employment training may be necessary when large numbers of recruits must be taught certain operating skills or when workmen must be prepared for assignment to relatively complex duties. Procedures for setting up the courses and determining the number of trainees for various jobs are important initial steps in planning such training. Arrangements are often made to carry out this training with the help of outside institutions or government agencies. Government services are available for the pre-employment training of production employees through vocational schools (The Vocational Training for War Production Workers Program), and for training engineers and other technical personnel in colleges and universities (the Engineering, Science and Management War Training Program). Both programs are administered by the U. S. Office of Education, Washington, D. C. Close collaboration between the plant and training agencies is valuable in developing an appropriate program since pre-employment training is necessarily on a more formal basis than other types of employee training. Such programs, whether in plant or outside, are most effective when the equipment and operating methods used in teaching are closely related to those used on the job. Since pre-job training for most plants will be new, or on a greater scale than before the war, formal provisions by management should cover the entire program of preliminary training.

On-The-Job Training

Since on-the-job instruction comprises the major part of plant training, the adjustment to war time training needs will ordinarily be greatest here. Instruction methods vary from plant to plant and are usually evolved from individual technical requirements and the previous experience of the company in job instruction. Nevertheless, substantial modifications or expansions in training facilities may be necessary. They should be planned carefully and reviewed constantly for adequacy after introduction. The Apprentice-Training Service of the War Manpower Commission may be found useful in connection with the on-the-job training and upgrading programs and apprenticeship plans.

An accelerated rate of training may require special help for those who teach, whether these instructors are fellow employees or supervisors, in order to insure a satisfactory level in the quality of instruction. A common fault is an inadequate number of instructors. A supervisor heavily burdened with other duties can give only cursory attention to trainees. The training load must be balanced against other responsibilities. Another fault is inadequate preparation. Successful teaching, especially under pressure, demands complete familiarity with training materials and methods. The instructor must know not only what to teach but also how to teach. It is evident that the key point in successful on-the-job training is more likely to be the instructor than the trainee. Use of the Job Instruction Methods course of the War Manpower Commission, mentioned previously, can help in improving the results of on-the-job training.

Upgrading Procedures

A systematic upgrading procedure is an important step in meeting requirements for experienced workmen. Success in building up working staffs for new plants or for plant expansions will depend largely on the capacity of upgrading methods for developing supervisors and skilled employees. Although the procedures regularly employed at most facilities may be generally satisfactory, the large scale and accelerated rate at which upgrading must take place will usually require some modifications. These will include a more careful search for ability and skills among workmen, a review of the standards for upgrading to higher jobs, improved rating methods, more effective means of acquainting employees with opportunities for promotion, and supplementary training programs.

The volume of upgrading necessary to staff new facilities and maintain adequate numbers of workers in critical occupations in the face of high turnover rates will demand more elaborate planning to meet the needs of the different departments. An important initial step is exploiting every possibility for promotion within the plant. This may require some analysis of the employment backgrounds of all personnel. The failure to utilize fully the previous experience of workmen is common, and is revealed by recent studies which show that in many plants, despite shortages of skilled help, significant numbers of employees are working at jobs requiring lower skills than those for which they are qualified. Factors contributing to such situations are hasty placement, and failure to review the standards for promotion in the light of changes in job content and the abilities of current labor recruits.

Periodic rating of employees is becoming more essential in larger plants in order to provide supervisors with standards on which to base upgrading. Whether formal ratings are employed or not, extensive upgrading can be best attained when the selection of men for promotion or for enrollment in upgrading courses proceeds with a minimum of friction. Employees should be well informed of all possible routes of promotion open to them. The basis for selection, whether merit, seniority, or some combination of these and other factors, should be applied as objectively as possible to avoid any suggestion of favoritism.

The knowledge that systematic upgrading is practiced, and that promotion from within is an established policy, is a powerful stimulus to morale and an effective means of reducing turnover. In weighing promotion from within against recruitment from without, it should be remembered that one usually has full knowledge of the weaknesses as well as the strengths of the old employee, while only the good points of the prospective worker are usually apparent. The advantages offered by the newcomer should be great indeed to outweigh the accumulated experience of the man on the job and to balance the possibility of damaging worker morale generally.

After selection of workers who may be upgraded, it may be desirable to provide supplementary training. This may be on-the-job instruction of an informal nature, following the idea of providing an alternate for every critical job. In some cases, outside training in vocational schools may be used to advantage. Here again the Vocational Training for War Production Workers Program of the U. S. Office of Education may be of assistance.

VI. WAGE STRUCTURE

The effect of the wage structure of a facility on labor utilization is usually somewhat indirect, but it is none the less important. Sub-standard wage levels encourage turnover and increase recruitment difficulties. Maladjustments in wages within the plant may lead to dissatisfaction, poor morale, and unsatisfactory labor-management relations.

General Wage Levels

Wage rates which are generally below those available to workers at other plants in the same area will create dissatisfaction, cause workers to seek other jobs, and make difficult the recruitment of replacements. It cannot be assumed that the general wage level is satisfactory simply because there is no direct or organized complaint from the workers. Careful analysis of reasons for quits and a coordinate study of the sources from which new workers are obtained may help in establishing the relative position of a plant with respect to wages.

Arbitrary adjustment of wage rates is counter to the national stabilization policy, but a company may petition the National War Labor Board for permission to correct sub-standard scales. Such a petition will usually result in a survey to determine if wage levels at the petitioning facility are, in fact, out of line, and the results of the survey will form the basis for a decision. A company which appears to experience excessive turnover or unusual recruitment difficulties as compared with other firms in the same area should examine its wage levels as a possible source of the difficulties. (Figures on average hourly and weekly earnings by industry, and on wage rates in certain key occupations by area, for comparative purposes, may be obtained from the Bureau of Labor Statistics on request. Also see Appendix Table 5.)

Wage Maladjustments within the Plant

Inconsistencies in wage rates paid for similar types of work may easily develop at any time, but they occur most frequently during periods when plants are expanding rapidly or are changing their product lines. Such inequities inevitably produce irritation and discord between employer and employee. Accordingly, a systematic procedure for job evaluation and wage review is almost essential in all but the smallest establishments.

One of the simpler schemes of job evaluation ranks all jobs in order according to their importance, as judged by the management. Wage rates set for key occupations then determine pay scales for other jobs which may fall in between. New occupations are fitted into the list and so receive a consistent pay rating. More elaborate systems usually start with a careful appraisal of the factors involved in each job. Those usually considered are training, experience, intelligence, mental effort, physical effort, working conditions, occupational hazards, responsibility for tools, materials or equipment, and supervisory duties. A point system of evaluating each of these requirements is adopted, and wages are set according to the aggregate point value of the job. Any reasonable system of job evaluation, simple or complex, will help to prevent the development of troublesome inconsistencies in wage rates. Simplification and standardization of job titles should be a correlative objective.

It is very important that any system of job evaluation which is adopted be accepted by employees as fair and equitable. Once so recognized, such a plan can smooth and speed collective bargaining procedures with respect to wages.

Procedure for Explaining Wage Computations

Many workers do not know how their actual take-home pay is computed. This lack of understanding may cause dissatisfaction and disputes. For example, at the time the withholding tax was applied in July 1943, some workers quit their jobs in protest simply because they misunderstood the purpose and effect of the deductions. It is desirable that the worker be furnished an explanation of the method used in computing his earnings, and a statement of the type and amount of any deductions which are made. One means of accomplishing this is to include with each payment a slip of paper which indicates the number of hours worked, the amount earned at each rate of pay, total earnings, and any deductions from pay. It is also helpful to indicate a specific place where the worker can go to secure information on wage computations and where any dispute over the amount of pay can be settled promptly.

Shift Differentials

Most plants which operate more than one shift have found it desirable to establish some form of wage differential to compensate for the inconvenience of late shift work. The lack of an adequate differential may explain difficulty in recruiting sufficient labor to man late shifts. The same factor may contribute to difficulties in securing adequate supervision on late shifts.

Trainee Wage Rates

Wage payments for pre-employment training must be related to the job opportunities available to inexperienced workers. Some pre-employment training is frequently desirable, especially in plants where the supervisory staff is overloaded and not able to give sufficient time to training new workers. Wage payments during training should be so adjusted that the necessary balance between pre-employment and on-the-job training is maintained.

Incentive Systems

Recently, proposals have been considered by many companies for the installation of incentive wage-payment systems. The general purpose of such systems is to provide the individual worker with an incentive to increase his efficiency by basing his earnings on the amount of production achieved. Where piece-rates are in effect, there is, of course, direct proportionality between output and earnings. Most of the newly-proposed incentive systems attempt to provide a similar result in situations where piece-rate systems cannot readily be applied. Incentives are frequently on a group basis, since the output of a group may be subject to measurement where that of an individual is not. In general, the efficacy of such a scheme declines as the size of the group to which it is applied increases.

Length of Work Week

Diminishing labor reserves and increasing recruitment difficulties tend to shift current emphasis to intensive utilization of the existing labor force. Practically all war industries have increased weekly hours above peacetime levels. By increasing weekly hours, the demand for additional labor is reduced and, to some extent, employment is stabilized, since overtime payments provide an opportunity for higher earnings. (Current information on the average number of hours worked per week for comparative purposes may be obtained from the Bureau of Labor Statistics. See Appendix Table 5.)

As working hours are increased, hourly output tends to decline and absenteeism to increase. Long hours for relatively short periods may not result in lowered efficiency, especially if the urgency of the need for increased production is apparent to the individual. However, sustained long hours may reduce efficiency to the point where total production is actually less than what might have been achieved on a more moderate working schedule.

There is no optimum work week for all workers and all types of jobs. Since heavy work cannot be continued over as many hours as light work, the physical effort required must be considered. On the other hand, many jobs which could not be classified as heavy work require such sustained application, concentration or mental effort that fatigue develops rapidly. Workers vary in their resistance to fatigue, and this factor is of special significance at present when the labor force is abnormally heterogeneous.

The extra effort demanded of the worker by longer hours is not the only, and perhaps not even the most important factor influencing his efficiency. Extra working hours reduce the time available to the worker for rest, recreation, and personal affairs. If the hours spent at work, in traveling, and on necessary personal business, taken together, do not leave sufficient remaining time for proper rest and relaxation, the worker's efficiency will almost certainly decline. Chronic fatigue must be carefully avoided.

Experience indicates that a schedule of 48 hours per week, recommended for and adopted by most war plants, does not result in any serious deterioration in worker efficiency. Some plants have had success with longer schedules and others have not. Even a moderate increase in working hours above the 48-hour level may substantially increase strain, fatigue, accident rates and absenteeism, and may require great effort from management to prevent what otherwise might be minor difficulties from developing into serious problems.

The length of the work week is determined both by the number of hours per day and by the number of days per week. If daily hours are not above the customary eight, a policy of organized rest periods at regular intervals during the shift may help to sustain output. Lengthy work days are especially likely to create difficulties where shopping and transportation facilities are limited.

VII. WORKING HOURS AND SHIFT SCHEDULES

The effort to obtain maximum production from existing facilities and from a limited labor supply has led to a greater use of extra shifts and to longer working hours for the average employee. However, the goal of full facility utilization is distinct from and may be in conflict with the goal of full labor utilization. The attainment of maximum production from a given plant may easily require an inefficient use of at least some workers. Which of the two objectives receives principal emphasis will depend on the situation at each individual plant.

Utilization of Plant Facilities

Maximum plant utilization would require that all work stations be manned continuously. This is seldom achieved, even when production demands are heavy and labor is in ample supply. Few plants attain such perfect balance between departments that all can consistently operate at peak levels.

A precise measure of facility utilization would require an actual count of all work stations and a study of the percentage of time each was manned. Beyond the difficulties involved in defining work stations, the time and effort required to secure such a measure is usually out of proportion to its value; less exact measures are adequate for most purposes. The most common measure of facility utilization rests on the assumption that the daytime week-day shift is likely to be fully manned. Late shift and week-end employment is then expressed as a percentage of the number working on the first shift during the week.

Figures on relative shift employment for a number of industries during the period March 1943 to December 1944 may be secured from the Bureau of Labor Statistics (see Appendix Table 3). These may be used to show the position of a specific plant relative to other similar facilities. However, such comparisons must be made with caution, since in many plants, even in continuous process industries, it is common practice to schedule during daylight hours operations such as maintenance and repair which do not depend on factory equipment. Consequently, even when equipment is fully utilized, first shift may substantially exceed second and third shift employment.

The extent to which plant facilities are used will depend primarily on production demands. Greater facility utilization is of interest in connection with labor utilization mainly as it imposes on management the necessity for scheduling longer working hours or extra shifts in an efficient manner.

The number of consecutive days worked may be even more important than the number of hours per day. Every worker in a plant should have regularly scheduled days off. When facilities are being operated continuously, provision for this may require considerable ingenuity in scheduling. Some plants have adopted a schedule of 5 ten-hour days in place of the more conventional 6 eight-hour days and report that the provision of two consecutive days off, one necessarily a week day, more than balances the effects of the longer work day. Plants operating on such a schedule and reporting to the Bureau of Labor Statistics have a lower average absenteeism rate than other plants in the same industries.

Shift Assignment

Where shifts do not rotate, most workers prefer assignment to the regular daytime shift. Since it is preferable to have employees work the shift of their choice, late shift work should be made as attractive as possible. A bonus or differential in pay is almost essential and will serve as an inducement to some workers. Many of the objections to night work can be eliminated or minimized by providing night workers with opportunities for recreation, shopping and necessary services. It is important that adequate transportation be available.

Late shift workers should not be the plant's "forgotten men." They should be able to obtain food and refreshments as readily as daytime workers. The quality of their supervision should be as high. They should be able to present grievances or complaints to responsible quarters with equal convenience. Disregard of this principle will result in dissatisfaction and inefficiency.

While it is not always possible to have employees choose their shift, it is essential that all workers feel that they have been treated fairly. Workers are sometimes assigned to shifts on the basis of seniority, but this method may not always be satisfactory since it concentrates the most experienced employees in the first shift and attaches the stigma of inexperience to late shift workers. In some cases, shift assignments may be made by the personnel department as workers are hired. Workers will accept late shift work with a minimum of discontent if it is clear that there is no discrimination or favoritism.

Rotation of Shifts

If shifts are rotated, there is no basis for employees to feel that they are singled out for unjust treatment. On the other hand, the rotation of shifts itself creates new problems. If shifts are changed frequently, many workers will find the constant rearrangement of hours difficult and tiring, and efficiency will suffer. It is usually recommended that shifts be rotated not more frequently than every two to four weeks, if as often. Service groups should rotate with production workers in order to maintain established relationships. Plantwide rotation is important where workers rely heavily on share-the-ride clubs for transportation.

Certain workers will regard rotating shift work as wholly unacceptable. Plants employing large numbers of women generally have found that stabilized shift arrangements are preferable. Women frequently have fixed home responsibilities and will accept employment only if they can make arrangements for working hours on a fairly permanent basis.

VIII. SUPERVISION

Foremen and other supervisors are responsible not only for the technical phases of the operations with which they deal, but also, in increasing measure, for the administration of a variety of personnel duties relating to the employees in their charge. In addition to training new employees, they must often help them adjust to their new jobs, explain the importance of their work and its relationship to the rest of the organization, and indicate promotional possibilities open to them. They explain company policies, hear employee grievances in the first instance, check on absenteeism and turnover, and take general disciplinary measures. Besides keeping production and employment records, they sometimes help employees with annuity, tax, and thrift forms. The status of employee-management relations is largely determined by the effectiveness of lower-grade supervisors. The foreman is the representative of management with whom the worker is most frequently in contact, and the employee's relations with the foreman will strongly affect his relations with the company.

Constant watchfulness is required to maintain satisfactory supervision. With the pressure for increasing production, the selection of new supervisors has frequently been made solely on the basis of technical competence. Actually, the ability to lead and develop workers is probably more important. Supervisors themselves have been inclined to devote a great part of their time to output, with insufficient attention to the personnel and morale phases of their work.

Maintenance of a Competent Supervisory Staff

In order to maintain an adequate and qualified staff in the face of both turnover and expansion of employment, systematic plans for anticipating losses of supervisors and for training replacements are almost indispensable. Lack of planning will usually result in a series of minor crises and hasty adjustments when changes occur. Plans may take any form designed to suit individual company needs, so long as the nature and extent of forthcoming losses and possible replacements are compared. Replacements and additional supervisors can be planned from upgrading within the plant, new hires, and transfers from other departments or other plants of the same company.

Where a plant has had extensive turnover among supervisors, active training will be necessary in order to maintain an adequate quality of supervision. The kind and volume of training needed will depend on the particular situation. Training programs designed for supervisors differ widely from plant to plant. Some are of a formal classroom type, in which companies present courses of their own in indoctrination, instruction technique, and personnel relations. Others are more informal, consisting of regular meetings in which similar material is presented. All material presented for supervisor training should be prepared carefully as part of a regular program. Many programs include the War Manpower Commission Training Within Industry courses. Even where regular training is not carried on, periodic foremen's meetings can help to bring the knowledge of the more effective supervisors to bear on the problems of those with less experience.

Numerical Adequacy of Supervisors

Plant efficiency will inevitably be less than the optimum if the number of supervisors is inadequate. This condition is more common than might be thought. Efficient ratios of supervisory to operating personnel will vary with the complexity of the work and with the number of new employees who require close supervision or training. The adequacy of given supervisory staffs will also depend, in part, on their technical background and on various subjective factors. Recent experience indicates that about 15 workmen to 1 non-working supervisor is a valuable rule-of-thumb measure, but ratios may vary from 10 to 1 in cases where workers require much attention or training up to 20 to 1 where experienced employees carry out routine tasks. At higher levels, each individual tends to demand more of the supervisor's time, and an official may be forced to choose between undue delays and unconsidered decisions if more than 6 subordinates regularly report to him.

Authority of Supervisory Personnel

Unsatisfactory supervision may result from indefinite or vacillating company policies concerning the authority of supervisory personnel. In plants in which large numbers of new supervisors have recently been upgraded, managements are frequently hesitant in extending proper authority to supervisors. If a foreman is not fully informed concerning his responsibilities, he may be reluctant to make decisions or he may tend to overstep his authority; either result leads to inefficiency. A supervisor will not continue to command respect and confidence if he fails to make decisions or if his decisions are overruled. Whatever jurisdiction is delegated supervisors with respect to promotion, discipline, and discharge should be made clear both to them and their subordinates. In situations where there are many new supervisors, it may be desirable for management to review regularly the more critical decisions, but this can be done without unduly restricting authority. Careful indoctrination of new supervisors can do much to avoid these difficulties.

Full authority over hiring and firing is seldom extended to foremen today. The foreman is usually limited to a recommendation for discharge, with approval from other officials necessary before final action. In many plants, foremen participate even less in the hiring process, and this has some undesirable consequences. A foreman can hardly be expected to feel full responsibility for the workers in his charge if he has had no voice whatsoever in their selection. After initial recruitment and selection by the personnel department, the final approval of the foreman should probably be secured before a new worker is definitely assigned, except when emergency methods of staffing are necessary. Adoption of this policy not only carried a clear implication of responsibility but tends to build up the foreman's prestige and morale.

The activities of supervisors should be evaluated periodically. A convenient method is the assignment of efficiency ratings, although in small plants informal appraisals are sufficient. As an additional check, management should be alert to indications that workers are dissatisfied with their supervisor. It is important for plant personnel to know what recourse is available to an employee who feels that he has been unfairly treated by a supervisor.

Pay Differentials for Supervisors

Rates of pay for supervisory jobs may require periodic revision to keep them appreciably above those for the employees supervised. With the addition of overtime and other allowances to workers' pay, the latter may sometimes exceed or be approximately equal to that of their foremen or leadmen. This will cause dissatisfaction and lead to some deterioration in efficiency, and, if generally known, will to some extent reduce the prestige of the supervisors among the workers. Inadequate differentials between supervisors' and workers' pay are particularly likely to prevail on late or special shifts. In general, a differential of about 25 percent between foremen's and workers' earnings is considered appropriate.

Systems of allocating pay bonuses to supervisors are sometimes ineffective. The preferable practice is to make such bonuses dependent on the production of the section under the supervisor's control. In some plants, however, non-working supervisors are grouped with all other employees not directly engaged in production work, and their bonus is the average of that for all production employees. This method may be found less desirable because the supervisor is not given the incentive of a reward based on the performance of the speicfic group for which he is responsible.

IX. MANAGEMENT ORGANIZATION TO MEET LABOR PROBLEMS

A heavy additional burden has been imposed on the managements of most war plants by the difficulties of operating under war-time conditions. Old problems relating to production and labor have been intensified and new ones have been created. In many cases the strain has been augmented by substantial expansion, which has required changing from the informal relations characteristic of small plants to the specialized types of administration necessary for large-scale operations.

Because of the unremitting pressure of production schedules, there is frequently, a tendency to meet problems on a basis of immediate expediency, rather than in line with more fundamental principles. Under the circumstances, it is not surprising that various deficiencies in the management structure occasionally develop and even escape attention for considerable periods. Successful administration is, of course, essential to effective labor utilization. The following discussion indicates a few of the points which appear to be neglected most frequently.

General Organization

The basic principles of management organization, while widely understood, are frequently overlooked in the press of events, but always at a price. Ordinarily, at the time an enterprise is set up, a suitable system of organization is selected after consideration of the functions to be performed and the scale of operations. Next, functions are grouped into specific jobs, and the requisite responsibility and authority are allocated to each. Too frequently, however, it is assumed that this process, once carried through, is then complete, so that no further attention is needed. On the contrary, both the organization and the situation surrounding it change daily, and constant care is needed to insure continued efficiency.

The responsibility for meeting any new problems created by new conditions should be specifically allocated without delay, and any alterations in or additions to the duties of officials thus made necessary should be brought to the attention of others within the organization promptly. Otherwise, personality and policy conflicts will arise if several individuals concurrently assume the authority to take action. On the other hand, failure of anyone to assume responsibility may have even more serious consequences.

An organization chart may assist in keeping lines of responsibility and authority clear, but it can hinder this process if it is not kept up to date. An organization chart is not and can not be a substitute for a detailed understanding, preferably in writing, reached with each official and covering the specific limits of his responsibility and authority. Clarity in the specification of duties is essential if problems of divided authority or failure to fulfill duties are to be avoided. The activities of officials should be checked periodically to make certain that they correspond with those assigned.

Once lines of authority have been established, they should be followed regularly. The development of informal arrangements which tend to circumvent established lines probably indicates either an imperfection in the organizational structure itself or failure of some official to meet his responsibilities, thus requiring others to find some way around him. In either case, a change is indicated. Time and ingenuity are too precious to spend on cutting through unnecessary red tape or deadwood.

It is usually conceded that an organization should be built primarily around the job to be done, with flexibility to accommodate differences in personal abilities rather than around individuals, but under some circumstances adherence to this principle is difficult. Where the scale of operations has increased substantially, or where there has been heavy management turnover, there is usually a tendency to load additional jobs on the more competent members of the staff. This procedure has temporary advantages, and it may be necessary in an emergency. However, if it is continued, it will eventually impair the efficiency of the entire organization. The overburdened individuals will find it possible to deal with many problems only on the basis of inadequate consideration or after unreasonable delay, and the results may be worse than if more details had been entrusted to less experienced hands.

For reasons similar to those causing uneven distribution of the management burden, it is common to find that final authority for various types of decisions has been moved successively to higher levels. This may be desirable initially when close supervision over inexperienced officials seems required, but it is frequently continued long past the point where it is necessary. Only through constant insistence that decisions be made at the lowest possible level can one insure that top management channels will not be clogged with minor detail.

In organizations of the line-and-staff type, expansion may result in the delegation of line responsibilities to staff members. The staff is thus progressively weakened to provide persons of experience and proven ability for operating jobs. Under such circumstances, the officials concerned cannot be expected to retain their staff responsibilities. Adequate replacements must be provided if the efficiency of the organization as a whole is to be maintained.

Another common difficulty in line-and-staff organizations is a gradual increase in the number of steps separating staff and line officials concerned with common problems. Direct rather than indirect contact should be encouraged by every means possible. For example, a personnel interviewer and a foreman may between them settle a difficult placement problem in a fraction of the time required if the departmental heads are also to be involved.

Organization to Meet Labor Problems

The experience of most plant managers was mainly acquired during a period when the supply of labor was more than adequate and, consequently, when there was less emphasis on full labor utilization. Perhaps for this reason many seem to feel that problems relating to labor are less pressing than others, and accordingly that consideration of them may be safely deferred. In many cases this has resulted in prolonged and indefinite delays in the establishment of comprehensive policies and adequate programs of action on labor questions. More instances of extremely poor labor utilization can probably be traced to such dilatory attitudes than to any other single factor. The broader labor problems should be treated in the same way as other important questions which confront management; they should be carefully considered, and appropriate policies and programs should be agreed to and implemented promptly.

In all but the smallest plants, maximum utilization of employee effort will require specialized attention within the management to various particular activities relating to labor. Among the activities which recent industrial experience indicates are sufficiently important to demand such attention are the following: recruitment and selection of workers, coordination of production and employment programs, training, personnel counseling, termination interviews, draft deferment procedures, working conditions, safety, grievance procedures, employee suggestion programs, and employee service programs. The clear imposition on an appropriate individual of full responsibility for any of these activities which are carried on is one of the most important steps toward insuring effective administration. The establishment of proper channels of responsibility also facilitates a routine check on performance and helps to avoid indefinite policies and ineffective procedures.

X. PLANT METHODS

The amount of production which is obtained from a particular facility with a given expenditure of labor will depend more directly on operating procedures and manufacturing techniques than on any other factors. At the same time, this phase of labor utilization is one of the most difficult to judge.

The most satisfactory method of appraising the overall efficiency of plant methods is by direct comparison of output per man-hour records with similar records for a representative selection of other plants or departments performing substantially the same job. However, such measures are rarely available, and then usually only as the result of special studies. Moreover, it should be remarked that records of man-hour output can not be used without additional information to distinguish between ineffective use of labor and unsatisfactory manufacturing techniques. For example, an average showing might represent inefficient use of modern equipment or excellent use of less up-to-date facilities. The distinction is important during the war period because it has been necessary for many plants to use equipment which is not the best for the purpose.

In the absence of comparative records of man-hour output, it is usually necessary to rely on the judgment of men who, through education, experience, and familiarity with current technical literature, are qualified to appraise the relative effectiveness of different materials, methods and machines which might be used in carrying out the plant's manufacturing functions. The ability of management to develop such men within the staff has an important bearing on a plant's chances of continued success.

Periodic measurements of output per man-hour for a plant or for departments within it, even where comparative data are not available, may help in establishing and checking unfavorable trends in the efficiency of labor use. Such records are sometimes developed directly and in other cases as by-products of cost figures. With intelligent use they can become a valuable management tool.

Responsibility for Improvement in Manufacturing Techniques

In general, specific plant practices can be appraised only on the basis of detailed information obtained on the spot. Inefficient plant methods are in many cases due to lack of the same management follow-through that would be devoted to, say, a sales or financing problem. For maximum effectiveness, the improvement of production methods must be a continuing job, definitely assigned. Only unflagging attention can insure that a plant will remain abreast of the improvements which are being made constantly in materials, methods and machines.

The same alertness is required to realize on the possibilities for improvement within the plant itself. Elimination of unnecessary handling of work in process,use of work holding devices which save positioning time or which permit simultaneous work on several pieces, use of jigs to save time and conserve skills, elimination of unnecessary operations, simplification and rationalization of work procedures, and development of multiple operation equipment are a few of the ways in which plants have reduced their needs for additional workers during the war period.

The function of improving plant practices, sometimes called production or industrial engineering, should be differentiated carefully from production control. The purpose of production control is to insure that the manufacturing process continues smoothly under existing techniques. It should also be distinguished from efforts to improve the design of the product itself. The work of the design department may influence production methods, but this is incidental to the main objective. It is hardly necessary to point out that, although these functions should be clearly separated and responsibility for carrying them out should be definitely allocated, they must at the same time be closely coordinated.

The maximum benefit from courses designed to help supervisors make improvements in work procedures, such as the Job Methods Training course of the Training Within Industry program, War Manpower Commission, can probably be secured when the necessary follow-up is carried out by those responsible for improving efficiency. A production engineering group also forms the appropriate nucleus for the establishment of effective employee suggestion programs.

A regular procedure for implementing the work of an industrial or production engineering department is necessary if the greatest possible return for this effort is to be achieved. During the earlier stages of munitions production, major emphasis was on manufacture in quantity at any cost. In this period, changes which might have resulted in the more economical use of labor were sometimes rejected because it was felt that they might interfere, even if temporarily, with regular production. Today, need for economy in the use of labor is clearly evident.

Idleness and Lost Time

Labor utilization suffers most directly when workers stand idle in the plant. The prevention of lost time must begin with information on its extent and frequency. Some companies depend on knowledge informally conveyed. Others require regular reports to a responsible management official on all time lost by workers, and in some cases it is required that the reports cover idle machine time as well. Such reports should lead to corrective action, mainly to prevent recurrence.

To illustrate, a smoothly operating plant must maintain sufficient inventories of parts, materials, and components to insure that production flow is not delayed by deficiencies. This in turn requires that a company establish a schedule of deliveries in advance of need on all purchases. If lost time records indicate that production delays are caused by shortages of materials, it should be established whether the situation is due to failure of the company's procurement policy or stock control system, or to factors beyond the company's control.

Again, it is an accepted principle that maintenance of a reserve of work to be done at each work station is desirable. The amount should be sufficient so that minor delays at one stage of production do not result in idleness of workers at others. Repeated instances of idleness or lost time may indicate inadequate provision for such contingencies, or that production control is not functioning satisfactorily.

A record of frequent machine breakdowns may indicate improper maintenance. The responsibility for maintenance of machinery and equipment should be clearly designated, and whenever possible maintenance should be scheduled during periods when machines are not expected to be in use.

Where workers are unavoidably idle, various courses of action are open to management. The workers may be left on the production floor, laid off temporarily, shifted to other work, or given additional training. The last two possibilities will usually require advance planning. Perhaps the worst course is to let it appear that management is unaware of or indifferent to the situation. The extent of idle time and the company's response to it can have a profound effect on worker morale and the general tempo of production throughout the entire plant.

Inspection

Inspections are made to assure the consumer of a product meeting his specifications, to control production procedures within desired limits, and to prevent the waste of man and machine time through further work on defective parts. The last objective is sometimes overlooked. A check may reveal that inspections are too infrequent between processes, or that existing procedures do not provide means whereby any unusually high proportion of rejected work leads promptly to investigation of the causes and corrective action.

Plant Layout

It is universally accepted that plant layout should be such as to require a minimum amount of movement of work between successive work stations, and that storage bins and concentration points should wherever possible be located between work stations rather than in more remote parts of the plant. A substantial amount of backtracking in the flow of work usually indicates poor layout.

War production has required expansion in many plants, and it has sometimes been difficult to avoid piecemeal additions and complicated layouts. Correction of major faults in layout may be impractical if substantial alterations are required. On the other hand, a systematic examination may reveal a number of possibilities for smaller but significant improvements which require only minor changes in arrangement.

XI. WORKING CONDITIONS AND SAFETY

Shop Conditions

Poor lighting, inadequate ventilation or excessive noise will cut employee productivity as surely as poor tools, defective materials or spotty supervision. In many cases, management may be unaware of defects in the working environment simply because no effort has been made to discover them. In others, known defects may be perpetuated because responsibility for their correction has not been allocated. A systematic appraisal of working conditions and a regular procedure for the correction of faults will pay dividends in greater productivity, higher morale and better employee relations. It is to be remembered that desirable standards of lighting, heating, ventilation and noise control depend on the type of work being done, and will vary from section to section in the same plant. It is clear that a detailed study rather than a casual inspection is essential.

A worker uses no tool as often as he uses his eyes. Accordingly, protecting and improving the efficiency of sight must rank high among the objectives of a program for improving working conditions. The proper level of illumination depends on the job. The manufacture or assembly of small parts, for example, demands more light on the work area than does the handling of stock parts in a warehouse. With good lighting, glare is minimized. Deep shadows are avoided, since they cause accidents as well as eye strain. Because of their large illuminating area, fluorescent-type light sources have been much used recently to prevent glare and control shadows, but the same objectives may be reached with proper use of incandescent sources. Monochromatic light sources, such as sodium vapor lamps, may be useful where the highest possible visual acuity is demanded for short periods. In some plants, effective use has been made of contrasting colors to improve visibility. Work areas are painted to contrast with work places, and danger spots are marked by bright colors. Light walls in neutral tints help maintain high lighting efficiency without bidding for part of the worker's attention. Details of recommended practices with respect to industrial lighting may be obtained from the Division of Labor Standards, U. S. Department of Labor.

Where possible, room temperature should be adjusted in accordance with the physical activity of workers. A strategically placed exhaust fan may substantially reduce discomfort and increase efficiency in "hot spots" near furnaces or high-temperature equipment. Adequate ventilation is especially important where fumes are encountered. Air conditioning, adopted in many plants because of production necessities (for example, in plants making lenses, textiles, and precision metal parts), has been found to yield added benefits in terms of greater worker efficiency. An increasing number of installations because of this latter effect is to be expected.

Loud or monotonous noises cause nervous fatigue, and may contribute to accidents by masking audible warnings. Measures used to reduce unnecessarily high noise levels include cushioning of machines on resilient pads and isolation of exceptionally noisy machines from the main plant area. Where the latter is impractical, a similar effect may sometimes be achieved by placing the equipment in sound-proofed booths. Application of sound-absorbing materials to walls and ceilings, common in offices, also has a place in factories. Relief of fatigue and nervous tension during rest pauses and lunch periods is an objective which may be defeated by excessive noise. The entire atmosphere of a plant cafeteria has been changed by sound-proofing. In some plants, music has been found to increase worker efficiency. Music has been especially useful in countering monotony without adding appreciably to the general noise level.

Many other aspects of the plant environment deserve careful attention. Cafeterias or canteens should be clean and attractive. Sanitary facilities, wash rooms and locker rooms should be clean, convenient and adequate. Neatly kept floors, aisles and work areas encourage neat work habits and help prevent accidents. Windows should be washed regularly and replaced promptly when broken. Bulletin boards should be conveniently located and kept free of dead material. Since the attitude of the worker will inevitably reflect his environment to some extent, cheerful and efficient surroundings are necessary if maximum efficiency is to be achieved.

Advice or recommended standards with respect to many phases of working conditions may be obtained from the Division of Labor Standards, U. S. Department of Labor, Washington 25, D. C., from the American Standards Association, 70 E. 45th St., New York 17, N. Y., and from the American Management Association, 330 W. 42nd St., New York, N.Y.

Safety

Aside from humanitarian considerations, accidents interrupt production, cost money, and result in the temporary or permanent loss to the employer of the services of experienced workers. Unsafe working conditions lower morale and cut productive efficiency since a worker cannot give his full attention to the job under such circumstances. Accordingly, safety programs have generally become a fixture in company policy. In many large plants, safety programs are maintained by full-time safety engineers.

The safety record of a plant may be judged by comparing its accident rate with the average for similar establishments. Instructions for computing such rates and comparative figures may be obtained from the U. S. Bureau of Labor Statistics. In various war industries, accident frequency rates have recently ranged from less than 10 to more than 40 disabling injuries per million man-hours worked (See Appendix Table 4).

An adequate safety program should include four principal elements:

1. Safe plant conditions--So far as possible, the plant should be made a safe place to work in. For example, machines should have safety guards wherever possible. Workers should not be exposed to dangerous fumes or dusts. Fire hazards should be eliminated, and adequate fire-fighting equipment should be available. Dnager spots should be enclosed and adequate warnings posted. Where necessary, goggles and safety clothing should be provided, and workers should be required to use them. Most companies have issued special safety rules governing the dress of women employees.

2. Safety education--The employment of large numbers of workers who have had no previous factory experience has made it necessary for management to emphasize even the most elementary aspects of safe work habits. Many companies issue new workers small booklets which contain instructions regarding the prevention of fire, the administration of first aid, the protection of the plant against sabotage, the correct methods of handling various tools and machines, and general good housekeeping. Usually, management does not rely solely on printed material dealing with safe practices; demonstrations and lectures supplemented with slides and movies are frequently used. Supervisors should be responsible for the proper education in safety procedures of the workers in their charge, and should see that unsafe methods are not followed.

3. First aid--In the event of an accident, it should be possible for the injured to receive prompt and intelligent assistance. Supplementing the plant's medical staff, there should be available in each section of the plant at least one person with accredited first-aid training. First-aid cabinets should be strategically located throughout the plant. These steps are especially important in plants without a full-time nurse or doctor on each shift.

4. Accident reports--To prevent recurrence, there should be a follow-up on every accident. A responsible official should receive a report on every injury, no matter how slight. It should be his duty to investigate the circumstances and, if the accident appears preventable, recommend steps which will prevent any similar happening in the future. Any other course approaches a deliberate refusal to profit from experience.

Information or advice on many aspects of plant safety or safety education may be obtained from the Division of Labor Standards, U. S. Department of Labor, Washington 25, D. C., from the National Safety Council, 20 N. Wacker Drive, Chicago 6, Illinois, and from the American Standards Association, 70 E. 45th St., New York 17, N. Y. Assistance may also be obtained from a number of State Labor Departments through their factory inspection facilities.

XII. MORALE

Morale, or the general attitude of a worker toward his job, affects production in numerous ways. Poor morale may render otherwise good production methods ineffective, while high morale has often resulted in exceptional levels of output under the most difficult conditions. Low worker morale is an important cause of high labor turnover, excessive absenteeism, and unsatisfactory productivity. In general, good morale implies a sense of common interest and common direction of effort between persons at every level who make up the organization.

There is no objective way of determining the status of morale. To reach a well-founded judgment, all possible avenues of information should be exploited. Impressions may be obtained from talks with supervisors, union officials and employees. The reports of personnel counselors and those who conduct exit interviews may be of assistance.

It is to be remembered that it is possible for the general level of morale to be satisfactory while that of certain groups of workers is low. There may be morale differences between older and newer workers, between office and plant employees, or between workers and supervisors. Women may feel that they have less chance of promotion. Racial or national minorities may have low morale because of real or imagined discriminatory practices. Managment should be alert to all such differences as well as to changes in the general level of morale.

Morale affects production, but the reverse is likewise true. Improper scheduling, delays in receiving tools or materials, inefficient production methods and the like may lower morale and create attitudes of indifference. The personal problems of workers will also influence morale. To the extent that these are of a community nature (housing, transportation, child care, shopping) management may be able to assist in their solution.

Morale can not be built up by a single good practice, but it may be destroyed by a bad one. Grievance machinery, labor-management committees, employee suggestion systems, vacation scheduling, promotion and upgrading systems, employee recreation programs--all such activities may contribute to good morale and some may be essential to its existence. The improper functioning of any one, however, may largely invalidate the good effects of excellent administration of all the others. In fact, the smooth and effective operation of a program may be of greater importance than whether it exists. It is also to be remembered that the real usefulness of a practice or an activity may have less effect on morale than what workers and management believe about it.

Few human institutions operate consistently at maximum efficiency. At the same time, few are wholly inefficient. Thus, it is seldom that the administration of any single activity is so defective as by itself to impair the general level of morale. More commonly, the most troublesome morale problems result from an accumulation of minor irritations. The only remedy is unremitting attention to the small personal details of day-to-day operations.

The above discussion has dealt primarily with factors which may depress morale. The detection and elimination of these influences is extremely important but the mere absence of such factors does not guarantee that morale will be high. There are two general conditions which seem essential to this achievement, and they indicate the lines along which an effective morale-building program may be built:

1. The employee must be convinced that the plant is doing efficiently a useful job. It is evident that before the employee can have such a conviction, the plant must really be functioning properly. There are few stockholders as critical of inefficiency as the average worker. Most workers have ample opportunity to observe any malfunctioning, but little chance to appraise the end result of their joint efforts. Many firms have made strong efforts to remedy this unbalance. Employees are acquainted with the job being done by each part of the organization, and the essential character of each unit's contribution is emphasized. Reports on the performance in actual service of the firm's products are secured and widely publicized. Bulletin boards, posters, movies, employee publications and speeches may be used. Recently, some large concerns have made a regular practice of distributing an annual report on operations to each employee.

2. The employee must be convinced that he is personally contributing to the joint objective, and that his contribution is recognized. Any factor which tends to make the worker feel cut off or separated from the rest of the organization will impair his morale. For example, it will tend to diminish the worker's sense of identity of interest if he is not given satisfactory explanations for periods of idleness or for sudden changes in set routines. The same thing occurs if he feels that good work on his part is not appreciated, that his skills and abilities are not being fully utilized, or that favoritism is operating against him. Above all, it must be realized that the important factor is not the actual situation but rather what the employee feels about it. In all the cases mentioned above, the proper course of action is clear. A supervisor should keep the workers for whom he is responsible informed about impending changes which may affect them, as well as about the reasons for changes. He should give ungrudging praise for work well done. He should attempt to adjust cases of malutilization of skills. (The very effort will in many cases prevent discontent.) In general, the extent to which a worker develops a sense of participation will depend particularly on his relations with his immediate supervisor. The supervisor who fails to meet the worker's problems or who does not satisfy the human aspects of these problems will cut the worker off from the organization. Another supervisor may use the same problems as a means for knitting the individual more closely into the organization. An important part of building morale is to insure that the human aspects of supervision are not neglected at any level. The Job Relations Training courses of the Training Within Industry program, War Manpower Commission, are aimed directly at this problem, and may suggest the outlines of more elaborate company-planned programs.

A business in which an efficient framework of routine obligations and responsibilities has been set up and which is staffed by competent persons is said to be well-organized, and it is frequently likened to a smoothly running machine. However, the cogs in a production organization are not machine parts; they are individuals who will function best if treated like human beings rather than as impersonal sections of a mechanism. It is not enough simply to remove morale-depressing influences. Fundamental to high morale and maximum efficiency is the creation of mutual trust, mutual respect, and, if possible, mutual liking between all the individuals who make up the organization.

TABLE 1. AVERAGE ABSENCE RATES IN SELECTED INDUSTRIES, SEPTEMBER TO NOVEMBER 1944 AND NOVEMBER 1943, AND FIRST AND THIRD QUARTILES OF THE DISTRIBUTION OF WAGE EARNERS BY ABSENCE RATES, NOVEMBER 1944. 1/

Industry	Average Absence Rate				Nov. 1944	
	1943	1944				
	Nov.	Sept.	Oct.	Nov.	1st Quartile 2/	3rd Quartile 3/
Guns	4.9	5.2	5.5	5.6	4.3	6.6
Ammunition	6.0	6.6	6.7	6.5	4.9	8.3
Tanks	6.4	5.9	6.2	6.6	5.1	7.8
Fire control equipment	5.6	5.3	5.7	5.5	3.6	8.0
Firearms	6.4	5.2	5.0	5.3	4.3	6.0
Small arms ammunition	5.3	5.0	5.1	4.9	4.0	4.8
Explosives	4.2	6.1	6.3	6.2	4.7	8.0
Petroleum refining	3.3	3.8	4.2	4.1	2.9	5.8
Misc. iron and steel products	5.6	6.1	6.4	6.7	4.6	9.2
Blast furnaces, steel works and rolling mills	3.1	4.2	4.3	4.3	3.4	5.3
Foundries (ferrous)	6.6	6.9	7.3	7.7	5.7	8.9
Steel forgings	6.0	6.2	6.4	6.2	3.5	7.2
Screw-machine products	5.4	5.4	5.7	6.0	3.9	7.2
Smelting and refining of non-ferrous metals	5.6	5.7	6.2	5.9	3.6	7.9
Non-ferrous products	5.7	5.2	5.5	5.7	4.2	7.2
Non-ferrous foundries	5.2	5.5	5.8	6.9	4.6	8.7
Misc. machinery	5.6	6.3	6.5	6.4	4.7	7.8
Engines except aero-engines	5.7	5.8	5.7	5.8	4.5	6.5
Metal-working machinery	5.1	5.0	5.3	5.6	3.8	6.9
Electrical machinery except radio and communications equipment	5.7	5.7	5.8	5.8	4.3	6.6
Radio and communications equipment	5.9	6.1	6.0	5.7	4.4	6.7
Airframes	7.2	5.7	5.7	5.7	4.6	6.4
Aircraft propellers	6.5	5.8	5.7	6.9	4.7	7.2
Aircraft parts	6.3	6.3	6.3	6.5	5.0	7.5
Aero-engines	6.9	6.1	5.9	6.1	4.2	7.4
Shipbuilding	7.9	9.0	8.2	8.5	6.8	9.9
Automotive	5.5	5.8	6.3	6.5	5.0	7.3
Instruments and optical equipment	5.8	6.3	6.3	5.8	3.5	8.1
Average, above industries	6.0	6.3	6.2	6.3		
Metal mining	7.0	6.0	6.2	7.1	3.7	9.5
Anthracite mining	5.8	6.7	6.3	7.1	5.0	8.5
Bituminous coal mining	9.4	12.1	12.4	12.5	9.7	16.3

1/ Absence rate is defined as whole days of work lost by wage earners because of absences, whether excused, or unexcused, as percent of man-days scheduled. Workers on strike or on a regularly scheduled vacation are not considered to be scheduled to work or absent. Reports cover about 5,000 establishments employing more than 5 million wage earners. Data are mainly for week ending nearest the 15th of the month, but a few reports referring to other periods are included.

2/ Establishments employing 25 percent of the total number of wage earners covered in each industry reported absence rates equal to or less than the figures shown in this column.

3/ Establishments employing 25 percent of the total number of wage earners covered in each industry reported absence rates equal to or more than the figures shown in this column.

SOURCE: U. S. Bureau of Labor Statistics

TABLE 2. MONTHLY LABOR TURNOVER RATES (PER 100 EMPLOYEES), FOR MEN AND WOMEN IN SELECTED INDUSTRIES ENGAGED IN WAR PRODUCTION, NOVEMBER 1944. 1/

Industry	separation Total separation		Quit		Total accession	
	Men	Women	Men	Women	Men	Women
Guns, howitzers, mortars, and related equipment	4.8	10.0	2.9	5.8	5.7	9.2
Ammunition, except small-arms	7.0	9.3	4.9	7.7	9.7	11.5
Tanks	4.9	7.4	3.5	6.1	6.2	7.2
Sighting and fire-control equipment	1.8	3.4	1.3	2.7	2.9	4.8
Blast furnaces, steel works, and rolling mills	2.7	7.0	2.1	5.6	2.6	5.1
Gray-iron castings	6.7	7.1	5.3	5.8	7.9	7.7
Malleable-iron castings	5.8	8.6	4.6	4.5	6.1	5.9
Steel castings	7.1	7.6	5.5	5.7	7.0	8.4
Cast-iron pipe and fittings	3.8	4.7	3.2	3.1	5.9	6.0
Firearms, 60-caliber and under	5.0	11.3	2.4	4.0	3.4	6.5
Electrical equipment for industrial use	2.9	5.5	2.1	4.4	2.0	4.2
Radios, radio equipment, and phonographs	4.7	6.8	3.1	5.1	3.8	5.1
Communication equipment, except radios	2.9	4.3	2.0	3.5	2.7	3.7
Engines and turbines	3.9	7.1	2.[illegible]	4.4	4.3	5.7
Machine tools	2.4	5.0	1.5	3.6	2.8	4.6
Machine-tool accessories	3.2	5.6	1.9	3.7	2.8	3.6
Metalworking machinery and equipment not elsewhere classified	3.0	4.4	1.9	3.3	3.2	5.2
General industrial machinery, except pumps	4.0	6.4	2.5	5.0	3.8	4.0
Aircraft	4.5	7.0	3.3	5.8	4.2	6.8
Aircraft parts	4.3	8.2	2.6	4.3	3.5	5.2
Shipbuilding and repairs	8.8	12.3	5.8	8.7	8.8	10.6
Primary smelting & refining, except aluminum and magnesium	2.7	6.6	2.2	5.4	2.6	4.3
Aluminum and magnesium smelting and refining	10.7	12.7	5.5	8.1	6.1	9.5
Rolling and drawing of copper and copper alloys	3.5	6.2	2.7	5.5	3.7	6.7
Aluminum and magnesium products	5.0	6.9	3.3	4.6	4.8	6.4
Nonferrous metal foundries, except aluminum and magnesium	5.0	8.5	3.8	6.3	5.5	7.9
Industrial chemicals, except explosives	3.7	5.2	2.7	4.0	3.8	4.3
Explosives	5.8	9.0	4.5	7.4	7.7	10.2
Small-arms ammunition	4.2	6.0	2.5	4.5	5.8	7.4

1/ Turnover rates for men and women combined are available for about 90 industries.

SOURCE: U. S. Bureau of Labor Statistics

TABLE 3. PERCENTAGE WOMEN AMONG WAGE EARNERS NOVEMBER 1943 AND 1944 AND EXTENT OF LATE-SHIFT WORK, NOVEMBER 1944, IN SELECTED INDUSTRIES

Industry	Percentage women among wage earners		Number of man-days of work scheduled per 100 man-days scheduled on first daylight shift, Nov. 1944	
	Nov. 1943	Nov. 1944	Second shift (afternoon)	Third Shift (night)
Guns	18.5	19.6	36	12
Ammunition	40.4	42.7	42	17
Tanks	16.2	18.9	43	7
Fire control equipment	35.8	36.6	16	2
Firearms	34.8	36.8	24	4
Small arms ammunition	46.8	48.6	51	29
Explosives	19.7	29.1	57	46
Petroleum refining	7.0	7.7	24	21
Misc. iron and steel products	23.1	23.7	24	7
Blast furnaces, steel works and rolling mills	8.2	9.9	51	39
Foundries (ferrous)	7.1	7.5	29	12
Steel forgings	11.7	11.2	44	18
Screw-machine products	39.9	35.5	33	3
Smelting and refining of non-ferrous metals	4.4	6.7	27	20
Non-ferrous products	17.2	19.2	40	19
Non-ferrous foundries	13.1	20.1	30	11
Misc. machinery	16.4	22.0	26	10
Engines except aero-engines	12.4	16.6	39	14
Metal-working machinery	14.1	15.4	22	3
Electrical machinery except radio and communications equipment	40.0	40.7	30	9
Radio and communications equipment	61.8	60.3	16	3
Airframes	43.1	39.9	59	8
Aero-engines	29.2	28.3	63	17
Aircraft propellers	19.3	27.4	65	23
Aircraft parts	28.3	30.0	41	9
Shipbuilding	11.0	12.7	43	12
Automotive	18.6	19.0	27	7
Instruments and optical equipment	42.1	44.5	20	3
Metal mining	—	—	31	11
Anthracite mining	—	—	23	3
Bituminous coal mining	—	—	32	5

SOURCE: U. S. Bureau of Labor Statistics

TABLE 4. INDUSTRIAL INJURY FREQUENCY RATES FOR SELECTED MANUFACTURING INDUSTRIES. 1/

Industry	First three quarters 1944	Full Year 1943
Agricultural machinery and tractors	22.5	19.9
Aircraft	9.3	9.7
Aircraft parts	12.6	11.7
Ammunition, 20 mm. and over	24.8	19.0
Ammunition, small-arms	7.1	5.1
Chemicals, industrial	15.4	18.3
Construction and mining machinery	28.3	29.5
Electrical equipment and supplies	11.0	10.9
Engines and turbines	12.3	18.2
Explosives	6.5	5.3
Forgings, iron and steel	35.4	40.8
Foundries, iron and steel	43.6	43.4
General industrial machinery	23.4	23.0
Guns and related equipment	17.1	15.5
Iron and steel	9.7	10.0
Machine shops, general	23.8	25.3
Metalworking machinery	18.2	19.2
Motor vehicles	13.7	13.6
Nonferrous-metal products	27.1	25.0
Radios and phonographs	8.6	7.9
Shipbuilding	24.7	31.5
Sighting and fire-control equipment	8.6	9.3
Small arms	14.4	8.6
Tanks, military	13.9	12.2
Tools, except edge tools	26.1	25.5
Wire and wire products	23.5	21.4

1/ The frequency rate represents the average number of disabling industrial injuries for each million employee-hours worked. Similar information is available for about 60 additional industries.

SOURCE: U. S. Bureau of Labor Statistics

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Special #19

UNITED STATES DEPARTMENT OF LABOR
FRANCES PERKINS, Secretary

WOMEN'S BUREAU
MARY ANDERSON, Director

✦

The Industrial Nurse and The Woman Worker

By
JENNIE MOHR

SPECIAL BULLETIN NO. 19 OF THE WOMEN'S BUREAU

UNITED STATES
GOVERNMENT PRINTING OFFICE
WASHINGTON : 1944

For sale by the Superintendent of Documents, U. S. Government Printing Office, Washington 25, D. C.
Price 10 cents

LETTER OF TRANSMITTAL

United States Department of Labor,
Women's Bureau,
Washington, May 24, 1944.

Madam: I have the honor to transmit a report analyzing both broadly and in detail the widening field of responsibility on the part of the industrial nurse and the vital importance of her being informed as to working conditions, actual and desirable; occupational hazards and accident prevention; plant service and food facilities; the personal problems that lower women's efficiency on the job; and other developments of the war years.

It is being increasingly recognized by employers, industrial physicians, industrial nurses, and workers that the nurse has a great opportunity to help in the solution of such problems and in the education of workers in matters of health and safety. This report is directed particularly, therefore, to nurses in industrial plants; but it is hoped that the presentation of some of the factors involved in the employment of women will be of use also to those in such departments as personnel, safety, and training.

The report is the work of Jennie Mohr, of the Bureau's Research Division.

Respectfully submitted.

Mary Anderson, *Director.*

Hon. Frances Perkins,
Secretary of Labor.

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The Industrial Nurse and the Woman Worker

I. THE WOMEN COME TO THE NURSE

From the towns and from the farms, from homes and shops and offices, women are coming into war plants to make the machinery of war. They are building tanks and planes and ships and guns. Much of the work is strange to them, but there is no question about the effectiveness with which they are doing it. As men are being transferred to military service, women are filling the gaps in industry in increasing numbers. They are spreading into jobs that a few years ago no one would have expected them to fill. Some of these jobs are fairly light and obviously suited to women's physical abilities and experiences. Others are heavy, dirty, and sometimes dangerous. All of them, if war production schedules are to be maintained, require regular attendance and efficient performance.

At the same time, for the sake of the women themselves, their safety must be preserved and their health guarded. Thus the need for careful consideration of the well-being of women workers is twofold. It arises from the demands of war and from the need to protect the lives and the health of workers. These two needs are really one and the same; good performance cannot be given by sick or injured workers.

When women come into industry, new problems arise that were not there before. Some of these problems always arise among women workers, regardless of where they work. Others are peculiar to the job or the industry and, in cases of occupations unusual for women, are arising now for the first time. Here are a few of them:

1. Most of the women now coming into the plants are inexperienced, particularly inexperienced in the kind of work they are to do. Two factors make this a special problem: First, because most women have had not even casual experience with machines and tools and are unfamiliar with mechanical things and terminology, they are likely to feel greatly at a loss, at the outset, in dealing with such matters. Second, they find the factory environment strange and difficult to become adapted to. The size, noise, movement, confusion, often are overwhelming. Especially for the housewife coming into a factory for the first time, the importance of such things looms large. She has been used to working hard and steadily, but it has been independent work, at her own pace, according to her own plan, and in the security of her own home.

2. When women first came into war jobs they were carefully selected. Especially, age limits were set; often 18 to 35 years, or 20 to 40, was considered not only the most desirable but the only suitable age group. Gradually this idea was given up, partly because there were not

Frances R. operates a couple of grinders in the tool-grinding department. She sharpens drills: Small drills, sometimes no larger than an embroidery needle, on the rotary grinder; larger ones, perhaps two inches or more in diameter, on the rocker grinder. Frances stands at the job all day; and even though she is provided with a wooden platform to keep her feet off the cold cement floor, she gets pretty tired.

Frances finds her way to the nurse's office, too. "I've been menstruating twice as long as usual since I've been on this job," she says. "I've always suffered a good deal of pain, but now it seems worse than ever. I think standing all day has something to do with it. And besides, those tote boxes are pretty heavy when I have to return the drills and fetch new ones. I know I've been told not to lift too much; but on a day like this almost anything is too much. What can I do about it?"

Ruth M. is 35. She has been working in the plant for about 6 months, and has talked with the nurse—once when she had a slightly cut finger and once for a few minutes in the women's rest room. The nurse remembers thinking what a capable, sensible, attractive woman she seemed.

Now she goes in with a pass from her foreman and asks the nurse to countersign it. She is ill, and wants to go home. "No, nothing particularly wrong; I've just got a terrible headache, and I can't stay." She looks very distressed, and the nurse wonders if it is just a headache. And before long Ruth begins to talk. She really has a headache, but that is the effect, not the cause. "My mother simply can't be left alone in the house any more—she is too sick; I am always terribly afraid something will happen to her while I'm at work. She needs a doctor's care, and maybe she should be in a hospital—I just don't know. Most nights I am up taking care of her, and I'm all worn out and don't know what's best to do."

Mary C. goes storming into the dispensary. "Can you give me something for a cold—I'm getting a nasty one, the third I've had in the 2 months I've been here. I tell you, that room is so drafty and cold I don't see how anyone keeps well in it. And when I put on my sweater the safety inspector comes along and tells me it's dangerous to wear it around my machine. So I either freeze or get caught in the press. I don't know which would be worse."

Not only the health of the women but their performance in the plant depends in some measure on what the nurse does about these women who go to her for help. She can get at the reasons why they are absent, or quit their jobs. She, perhaps better than anyone else, can discover from them conditions within the plant that hamper their production, conditions that might well go unrecognized or ignored by the supervisors who are concerned with getting out the product of the plant. She can help these supervisors to increase that output by helping to remove some of the things that slow it up. This bulletin is the story of such opportunities in a nurse's job, and some of the ways in which she may take advantage of them.

II. GETTING TIRED OUT

Women come into the dispensary and complain of being "too tired to work." Or they show signs of "wearing out," and sometimes quit their jobs because they can no longer stand the strain. Still other women keep going but have to make more and more of an effort to do so; or their production slows down; or the number of their accidents or illnesses increases. These changes may be signs of fatigue. To help the women to remain well and be effective workers, the nurse must know what is the basis of their inability to carry on their work. The following paragraphs point out some of the causes she may discover. Some of them she can deal with directly; others can be removed only by winning the understanding and cooperation of supervisors, management, or other agencies. In all cases her first need is *to know why.*

A great many studies have been made of the fatigue of industrial workers. From them one significant fact has arisen clearly. This is, that there is no simple element, fatigue, that can be recognized and isolated and measured. Rather, fatigue is a word that is used to describe a whole group of conditions, both within the worker and in the environment. Some authorities hesitate to use the word at all, because it means too many things. But often it can be applied usefully to the situation in which a worker's ability to stay steadily on the job, and do a full day's work, becomes gradually lessened. The concern here is with some of the conditions in the environment and the job that might help to bring on this situation.

Dr. Alice Hamilton, an outstanding authority in the field of industrial medicine and formerly of the Harvard Medical School, puts it this way (1):[1]

> For a long time industrial fatigue was considered a rather simple problem, something for physiologists to determine by chemical or mechanical tests that could be applied to workers in the field just as well as to laboratory subjects, but the more the problem has been studied, the more complicated it has been found to be. Fatigue is influenced not only by hours of work but by other environmental factors, such as long or short periods of uninterrupted work; by heat, cold, humidity; by lighting; by posture; by the worker's skill or lack of skill; and by the worker's mental attitude toward his job and his pay, his fellow workers, and his supervisors.

Others have shown that still more factors are involved than those mentioned by Dr. Hamilton. These various causes act on the worker's mind as well as his body. Dr. R. R. Sayers, director of the Bureau of Mines, United States Department of the Interior, points out (2) that—

> Environmental conditions and relations with management and fellow workers are more important factors in fatigue than physical activity except in the "heavy" industries that require hard physical labor.

It is neither necessary nor possible to explore here all the factors that create fatigue. But some of the more obvious reasons why women find themselves tired out may be indicated.

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[1] References in parentheses throughout this report are to "Sources Referred to in Text," p. 44.

Long hours of work.

It is recognized generally that excessive hours of work, required over long periods of time, are a health hazard. It is not known how long a workday is the best for women, producing the most work of best quality with least exhaustion. But many studies that have been made indicate that fatigue arising from a long workday may be a serious obstacle to sustained and efficient work.

Dr. Isador Lubin, United States Commissioner of Labor Statistics, says (3):

> It can be proven by medical evidence that the amount of fatigue increases at a more than proportional rate as you go beyond a certain number of hours a day * * *. There is evidence to show that the eighth, the ninth, and the tenth hours do not result, in many industries, in as much output per man as any of the first 6 or 7 hours.

There are other factors besides production that appear to be related to the length of the working day or working week. Among them are the amount of spoilage, lost time, rate of accidents, and turn-over. Of these, the factors that would most easily come to the nurse's attention are lost time—especially that due to illness—and the rate of accidents. One of the studies by Dr. H. M. Vernon, eminent British authority (4), indicates that increasing the hours of work produces a greater increase of accidents among women than among men. In a group of women workers in a munitions plant he found that the number of cuts suffered in a 12-hour day was nearly 2¾ times that in a 10-hour day, whereas among men the number was increased by only 14 percent. This cannot be taken as a certain measure of fatigue, however, as other elements may be involved. But if the nurse finds that any of these factors, such as absenteeism, accidents, or turn-over, are serious among the women in the plant, she should consider whether they may be due to long hours of work. Her records of the women coming in for attention will furnish useful evidence in showing the effects of a fatigue that may be caused by too long a working day or week. Standards recommended by government agencies (3) include an 8-hour day, 6-day week, adequate meal period, and vacations.

Posture.

That poor posture plays an important part in the development of fatigue has been shown by many who have studied the question (5). Correct posture depends on two things: Sitting well, and having the right kind of chair to sit on. Of course it is possible to sit correctly on anything—a box or boards, for example. But it takes a good deal more effort to do so than if one has a properly designed chair.

Dr. J. R. Garner, an authority on posture, describes (6) the close relation between posture and fatigue. He points out that a slouched posture impedes the action of the heart, the circulation of the blood, and the processes of elimination. It puts pressure on the abdominal organs and may help to bring about displacement of the generative organs.

The encouragement of proper seating, both by explaining to the women the need for good posture and by convincing management of the need for good seats, is one important way in which the plant nurse can contribute to the relief of fatigue of the women workers. It has been shown that continuous sitting, as well as continuous standing, is tiring. Many jobs can be done in either position, but often it is found that the women in such jobs are always standing or always sitting. Alternation should be encouraged wherever it is possible.

In a study of the fatigue of 325 workers Dr. Vernon (7) says:

> * * * Of the 325 workers * * * half complained of bodily fatigue. A quarter of the complainants said that they "felt tired all over," whilst a third of them felt tired in the back, neck, and shoulders. This seemed to be due to their working continuously in a sitting posture, for the operatives who had to stand whilst working frequently complained of fatigue in the legs. The fatigue felt by the two groups of workers would have been considerably reduced if they had sat and stood alternately at their work, for 86 percent of them stated that they preferred such an arrangement to a fixed posture.

Home responsibilities.

It is an oft-repeated story that women with homes and children to care for face a double responsibility when they take an outside job in addition. Indeed, a large part of the difficulty that women have in keeping going, day after day, may be explained by the fact that their hours away from work are filled with duties that allow insufficient time for recreation, rest, and sleep. This is true not only of married women with children, but of others who also have home duties and perhaps have dependents as well.

In most communities there are various agencies established to provide services for residents of the community. A nurse can inform herself as to what these agencies are in her own region and help the harassed worker to get aid from them.

Monotony.

One of the features of the large-scale employment of women in industry today is that many of their jobs are of an extremely simple and repetitive nature. In fact, to be able to use these inexperienced workers quickly it has been necessary to break down many of the more skilled jobs into very simple parts, and to train the women to do only one or a few of these parts.

The extent to which the monotony of such work tires the women depends largely on the individual; one man's meat is another man's poison, and the job that seems completely satisfactory to one woman may build up in another a restlessness or a tension that results in extreme fatigue. One writer points out (8) that boredom is experienced less when a job is fully automatic than when it is only semiautomatic. If it is such as to demand practically no concentration or attention, the worker can do it and keep her mind (and perhaps her conversation) on other things. But when it takes enough concentration to prevent this mental relaxation, and at the same time not enough to catch and hold the interest, then it is truly monotonous. The same situation is described by Dr. Hamilton (9):

> Unskilled work is on the whole more fatiguing than skilled, because it does not occupy the worker's mind. A man who has to think about his work is less susceptible to fatigue. With the introduction of the machine there often comes a loss of initiative on the part of the employee, who is, it is true, expected to work faster and to control more and more complicated machinery but whose work, even to individual motions, is planned in detail for him. His interest in it is apt to be lost very soon in boredom. On the other hand, if work is so completely automatic as to require almost no attention, it may not be boring because the worker can talk or day-dream as he pleases. It is in semiautomatic work, of a repetitive kind, that fatigue from boredom is most common.

The answer to the question of fatigue caused by monotony is frequently found to be in short rest periods. A number of plants introducing rest periods found that they were helpful not only to those workers who needed the time because of the heavy work they were doing, but also to those who needed a change from light, repetitive work. Dr. Hamilton remarks (10) that—

> **The effect of too long hours on repetitive work is shown most clearly in the mental attitude of the worker, which is one of bitter, pessimistic preoccupation, and by irregular attention to the work. This attitude was found to disappear in the majority of cases by the simple expedient of breaking the monotony and lessening fatigue by rest periods.**

Physical environment.

The physical conditions of work play a large part in preserving or diminishing a worker's staying-power on the job. Some of the important factors are these:

Lighting.—Thirty-nine percent of all workers of 30 years of age are handicapped visually (11). This means that not only the older worker, whose vision may fail with his years, needs the protection of good lighting, but others as well. The American Standards Association Recommended Practices bulletin points out that even those with perfect vision "find, under good lighting, a noticeable improvement in eye comfort which results in reduced fatigue." (12)

The advantages of good lighting listed by Allen D. Brandt and Harry E. Seifert (13) include, among others: Greater ease of seeing, especially among older employees, thus making them more efficient; less eyestrain; and improved morale.

Noise.—It is well known that a noisy environment is conducive to fatigue. A study of "Noise and Its Effect on Human Beings" (14) indicates that there is also danger of actually impairing the hearing, and that the efficiency of workers may be diminished in a noisy environment. The Bureau of Women in Industry of the New York Department of Labor has studied the effects of noise on the hearing of industrial workers (15), and recommends that tests of hearing and periodic examinations be made where workers are exposed to excessive noise.

Dr. Vernon points out (16) that individuals vary greatly in the way they react to excessive noise, and that some attempt should be made to discover which workers are particularly susceptible and likely to develop nervous symptoms when so exposed.

Brandt and Seifert (17) list four ways of reducing or eliminating the hazards of noise: (1) Elimination of noise at its source, (2) isolation of noisy operations, (3) reduction of noise by sound insulation, and (4) the use of personal protective devices against noise.

An awareness of these possibilities, and knowledge of the apparent effects of noise on individual workers, will help the nurse to encourage the proper steps to be taken against this hazard.

Ventilation and heating.—The importance of uncontaminated air and suitable temperatures in which to work is obvious. Not only is it necessary to protect the workers exposed to special hazards, such as dusts, fumes, gases, and vapors, or to extremes of cold and heat; steady efficiency and continued good health require for all workers surroundings that maintain recognized standards of ventilation and heating. Discovering what these standards are, and seeing that they exist in the plant, are the responsibilities of both safety and medical departments. But when the women go to see the nurse because of a cold, or a sore throat, or because they find they have to spend time and energy fighting an uncomfortable environment, she can do a lot by discovering the extent to which unsuitable air or unhealthy temperature contributes to their special difficulties.

With respect to all the factors that make up the physical environment of the worker, the nurse can exercise a similar watchful control. She can call to the attention of the responsible officials the conditions she has reason to believe are causing discomfort or illness, and urge that they be remedied.

Night work.

The conviction is general that night work is undesirable for women. However, in view of the widespread use of three 8-hour shifts during the war, and the not uncommon system of shift rotation, it is not practicable to set up a standard that invariably excludes women from night work. What can be done is to keep an eye open for the evidences of fatigue or mental or physical disturbances appearing as a result of night work.

It should be remembered, when shifts are rotated, that sufficient time must be allowed on each shift to permit the women to make adjustment to it. Rotation in periods of less than one month are for this reason too frequent. Two or three months probably should be the minimum length of time on each shift.

The disadvantages of both shift rotation and continuous night work are discussed by Dr. Beatrice Mintz in the New York State Industrial Bulletin (18), in which the "evidence offered by physiologists on the difficulty of changing sleeping and eating habits, making shift rotation a hazard to health and a factor in reduced output," is balanced against "the well-known observations of increased fatigue on night work and the social isolation experienced by the night workers themselves."

It is especially important to keep in mind the fact that the women who are carrying on household duties are more subject to fatigue as a result of night work than are men or women without such duties; they are likely to run the household during the day when they should be sleeping. Consequently it is important for the nurse to know the conditions faced by the women on night shifts, to determine on an individual basis their ability to do night work, and to inform the supervisor assigning shifts about the women who, for such reasons, should be kept off night work. The health and efficiency of the individual, as well as such factors as equal distribution of night work, seniority, and the like, must be considered in determining a valid basis for working at night.

Personality factors in fatigue.

Pushing a button, manipulating a gage, winding wire—whatever the process on which a woman is engaged—is only a part of "the job." She is one of a group, often a very large and miscellaneous group. She spends 8 hours a day not only doing work but doing it with or among other people. And her relationship with these other people has a good deal to do with how tired she gets on the job. The scientific study of fatigue made at a Western Electric Co. plant (19) gives much evidence showing that such factors may have as much or more to do with creating fatigue as the actual physical strain, or even the monotony, of the work itself.

A well-known British industrial physician, Howard E. Collier, has pointed out (20) that fatigue may develop when a good deal of energy must be expended to counteract the effects of the environment. He adds:

> It is for this reason that a cold shop, a nagging foreman or unhappy group relations in a workshop are found to be fatiguing by the worker.

In protecting the worker against fatigue, it is important to know the psychological factors that produce fatigue. Collier points out that—

> * * * it is just "conditions of work" that lessen *emotional* fatigue that are of special importance in preventing industrial fatigue. Lack of sleep or insufficient rest are powerful causes of fatigue because they prevent or delay the restoration of depleted reserves of emotional energy. Moreover, it is recognized that * * * a feeling of insecurity is more fatiguing than indifferent ventilation * * *.

In many cases help for the new woman worker in adjusting to her job must be continued throughout her work experience. The need for this arises largely from two facts. One is that her attitudes—toward supervision, training, discipline, and regularity of work habits—do not always fit in easily with the factory environment, and she must learn to make them do so; the second is that she is likely to carry with her to work the worries and problems that face her outside. It is easy to see that the added strain of these factors contributes in no small part to her fatigue. Therefore it is important to learn the extent to which the women coming into factory work are having to deal with such problems, and how much they affect their ability to work steadily and efficiently.

Whatever the causes of fatigue, the extent to which it occurs in a plant is measured by what happens to the workers. This practical test is the nurse's best means of discovering when factors, personal or environmental, are threatening the well-being and efficiency of the women in the plant. If she watches for the first signs of fatigue, the nurse can eliminate or diminish its causes before they lead to illness, absenteeism, and separations.

III. EVERYDAY GOOD HEALTH HABITS

The work of a nurse in a plant may be confined within the 8 hours of a working day and the gates of the plant property. But actually what she does finds its way into the lives and homes of the workers and their families.

She can help workers to guard against many of the health hazards that threaten to impair their usefulness on the job as well as their security outside. To the worker, the foresight of this nurse is of enormous value. It protects the worker's ability to stay on the job, to produce, and to maintain economic security. It means steady performance and steady wages; less to pay out for curing ills, because there are fewer ills to cure; freedom from the psychological and physical drag of ill health.

The benefit to the employer of such aid on the part of the nurse is equally obvious. It means a healthier and steadier working force; it means less absenteeism and turn-over, smoother flow of work, better production.

That this responsibility of the industrial medical department is commonly recognized is reflected in the words of Dr. C. O. Sappington (21), widely known industrial-hygiene authority:

> It has been repeatedly stated that the progress of the safety movement was greatly accelerated by "selling" every employee the idea that the safe way is the best way. This has its analogy in "selling health," and it is a fundamental principle that the employee must be convinced that good health or at least a fair degree of it is a basic principle upon which continuous earning capacity is founded. * * * the employer wants to continue his production as near the peak as possible; * * * the employee wants to continue to earn his wages without interruption. At the convergence of these two desires stands the field of industrial health through which these desires may be accomplished.

Dr. Sappington goes on to explain why it is important for the worker to acquire health information easily—which should mean, in large measure, to get it at her place of work. The industrial nurse in the plant is in a strategic position to give it. The worker who goes to the first-aid station or dispensary is, as one writer puts it, psychologically ready to receive instruction. The nurse can take advantage of the immediate concern—a cut finger or a skin eruption, for example—to direct the talk to general health care.

It is worth while to look at Dr. Sappington's reasons why it is important to give the workers health education (21):

> It is impossible to entirely separate the personal health of the employee from the purely industrial phases of health. As a matter of fact, personal health is indeed a part of industrial health work. It is further evident that no matter what provisions are made for the protection of the health of the employee within his working hours, any individual can upset his program of protection within industry by what he does outside of his working hours. It therefore becomes necessary to provide some way by which the employee may be informed concerning his personal health.

> It is surely fruitless and a waste of money and time to provide expensive equipment and extensive health service staff, unless the cooperation of employees can be secured in availing themselves of the opportunity of this service. This involves the continuous use of carefully gathered and widely disseminated health information.
>
> Where health service has been inaugurated, it is necessary that a constant program of encouragement to make use of the facilities of the health service be promoted among the employees. This calls for constant reminders regarding the importance of health and the principles of keeping well, and the fundamentals of health training.

Good health certainly is of equal importance to men and to women. But in many of the practices that preserve and increase health, the attitude and the activity of a woman may be of more consequence. She is likely to be the one primarily responsible for running the home, preparing meals, looking out for the well-being of her family in terms of practical, everyday duties. She is in a position to apply at home, as well as on the job, the principles of good health which the nurse in the plant is able to give her.

These principles, if they are to be useful, must not be elaborate or difficult to follow out. The way in which they are presented should be, as one authority has said, "simple, direct, practical, and brief" (22). It must be in language easily understood, and must not involve more than a working woman with a family to care for can be expected to do.

Good health rests to a large extent on good everyday habits. Most people are likely not to bother about such things until something goes wrong. The idea of preventive health measures is not firmly rooted in the average person's mind. It is part of the nurse's job to make that idea become so constantly present in the minds of the women in the plant that they not only will get well but will stay well.

Ways and means for conveying this necessary health information to the workers, and for getting them to realize its importance to them, will depend on the plant's attitude toward health education, and will vary with the size of the force and the amount of work to be done. In some plants nurses remain constantly on duty in the dispensary; and as the women come in to have ills and injuries taken care of, or to ask advice or talk over some special problem, the nurse can take the occasion to interest them in questions of health. In other plants, one of the nurse's duties is to visit the places where the women are at work, or their rest or lunch rooms, to keep an eye on the conditions under which the work is done and the cleanliness and efficiency of the service facilities. Such occasions offer the nurse a chance to know the women, even those who do not come to the dispensary, and to arouse their interest.

Again, a plant may have an educational program, which begins with the introduction of new workers into the plant and continues after they are on the job. Such programs, which may stress special problems for women, must be the result of cooperation among various departments, such as safety, medical, cafeteria, personnel, industrial relations. (See pt. V.)

A few major points on which "selling health" to the women can be focused are these: Nutrition, personal hygiene, health in the home, and mental hygiene.

We are what we eat.

From the cradle to the grave, a person is to a large extent formed by the food he eats. Dr. H. M. Vernon puts it strongly when he says (23):

> We have good reason to think that of all the environmental influences reacting upon the child before and after birth, upon the school child, the adolescent, and the adult, nutrition plays the largest part. It controls growth and physique, it largely determines physical and mental health, and the capacity for avoiding and overcoming disease.

That most of us have not been properly respectful of this power of food is recognized by the many health authorities who have become increasingly concerned with the health protection of workers, in normal times and especially now with the increased pressures that war has brought. For example, a report of the National Research Council (24) shows that among employed workers' families in various parts of the country, only 26 percent were classed as having good diets; 45 percent had fair and 26 percent had poor diets. The standards used in this study were lower than those of the Food and Nutrition Board of the National Research Council. If the latter had been used, the results would have been even less favorable.

As far as women themselves are concerned, it is recognized that the diets of women workers generally are poorer than those of men workers. It has been pointed out that this situation is of increasing significance as greater numbers of women go into industrial work. One manager of a chemical plant in England found that his women employees had much higher incidence of gastric complaints than the men but that this sex difference disappeared after the diets of the women were improved (25). Dr. Frank G. Boudreau, chairman of Food and Nutrition Board and Committee on Nutrition in Industry, National Research Council, points out (26) that there are three ways in which food deficiency can be dealt with: The first is education—workers cannot improve their health through proper eating unless they know what to eat; second, supplementing inadequate diets, a practice carried on in a number of plants; third, enriching staple foods so that one can get from them some added essential nutrition.

Of these three ways, two are of immediate concern to an industrial nurse. First, through her personal and constant contact with the men and women, she can help in teaching them what they should know about food; and second, by cooperation with those responsible for food facilities of the plant she can see that necessary kinds of food are available to the workers.

Nutrition education.—As the National Research Council report points out (27), the most pressing need in the campaign to safeguard nutrition and promote health and efficiency is greater knowledge about food requirements on the part of every person. To aid in giving this knowledge, Government agencies, research foundations, and private concerns have done a great deal within the past few years to explore the nutritional needs of workers and to publish material that can be used in the fine art of persuasion.

The Civilian Food Requirements Branch of the Office of Distribution, War Food Administration, has developed material for health education programs for workers as well as programs for plant techniques in supplying food. This organization also has a field service, which helps plants to establish food services and to secure food supplies, equipment, and personnel. Regional headquarters of the Office of Distribution from which such help can be obtained are these:

Northeast Region: 150 Broadway, New York 7, N. Y.
Connecticut, Delaware, District of Columbia, Maine, Maryland, Massachusetts, New Hampshire, New Jersey, New York, Pennsylvania, Rhode Island, Vermont, West Virginia.
Southern Region: Marietta and Forsyth Streets, Atlanta 3, Ga.
Alabama, Florida, Georgia, Kentucky, Mississippi, North Carolina, South Carolina, Tennessee, Virginia.
Midwest Region: 5 South Wabash Avenue, Chicago 3, Ill.
Illinois, Indiana, Iowa, Michigan, Minnesota, Missouri, Nebraska, North Dakota, Ohio, South Dakota, Wisconsin.
Southwest Region: 425 Wilson Building, Dallas 1, Tex.
Arkansas, Colorado, Kansas, Louisiana, New Mexico, Oklahoma, Texas.
Western Region: 821 Market Street, San Francisco 3, Calif.
Arizona, California, Idaho, Montana, Nevada, Oregon, Utah, Washington, Wyoming, Territory of Hawaii.

Pamphlets, posters, and leaflets can be secured on request from the Office of Distribution, War Food Administration, and other agencies and can be introduced into the plant program by the nurse. At the end of this bulletin is a list of such material, together with the names of the organizations from which it may be had.

How much can the plant nurse do to help the women learn to prepare adequate meals, and, what is more, to persuade them to eat them? How much can she do to awaken the interest of all the workers in better health through better eating?

Pamphlets, leaflets, and fliers should be made easily available to the women, to be taken home. They should give suggestions about meals, information about the kinds of food that are neeeded by the body, ways of preparing the food, and what constitutes a balanced diet. The extent to which the nurse should or can be responsible for seeing that these materials are distributed to the women will depend, again, on the kind of educational program the plant has. But it is important for her to urge their distribution and their use.

In talking to the women, whether individually or in groups, some primary facts about food can be given them. For instance, the nurse might explain:

—A good guide to follow in order to supply the body regularly with certain needed foods is the use of the "Basic 7" food groups. The Civilian Food Requirements Branch of the Office of Distribution, War Food Administration, lists these basic foods as follows, and suggests that foods from each group be included in the diet each day:

1. Green and yellow vegetables, raw, cooked, frozen, or canned.
2. Oranges, tomatoes, grapefruit, or raw cabbage or salad greens.
3. Potatoes and other vegetables and fruits.
4. Milk and milk products or cheese.
5. Meat, poultry, fish, or eggs, or dried beans, peas, nuts, or peanut butter.
6. Bread, flour, and cereals—natural, whole-grain, enriched, or restored.
7. Butter and fortified margarine.

—The right food can be ruined by the wrong preparation. The ways in which food should be prepared in order to preserve its value are not harder, and frequently are easier and quicker, than other ways. Easy guides to the busy woman worker are available and can be distributed.

—The woman who keeps an eye out for the foods that are in season, abundant, and on special sale can often plan a more nutritious and less expensive meal than if she stuck to traditional menus without regard to limitations of supply.

—Above all, it is important to eat regularly and in sufficient amounts. All nurses who have worked in plants for any length of time know how generally women neglect or hurry their meals. Especially among those working on night shifts, there is a great tendency to be sketchy about eating. Adjustment to a regular way of living on the abnormal schedule of a graveyard shift is not always easy. Many women, fitting in household duties during the daytime, fail to have regularity in hours either of sleep or of meals. The necessity for regularizing their program cannot be too strongly stressed, since the failure to do this is the quickest and most likely way of failing to get the needed supply of the right kinds of food.

Eating facilities in the plant.—When the eating facilities of the plant come under the immediate supervision of the medical department, as they sometimes do, the nurse can keep an eye on them, with respect to both the kinds of food they offer and the cleanliness of the kitchen and the service. In any case she can urge the management of the cafeteria to offer the kinds of food the workers most need. At the same time she can point out to the workers themselves how important it is to make a proper selection of items as they go down the cafeteria counter. Details of the various problems of plant feeding should, of course, be in the hands of a trained nutritionist. When the size or organization of the plant does not permit the employment of a nutritionist, War Food Administration Office of Distribution industrial-feeding specialists should be called on to help with the problem. The nurse can encourage this practice by showing management its large part in protecting the efficiency and health of the workers.

There are a few points particularly relevant to the task of providing adequate food facilities. Among them are the following:

—There is some evidence to show that the worker (especially one doing heavy manual labor) often gets the lion's share of the family food supply. Therefore, if a good part of this need can be met in the plant cafeteria, there is likely to be a real improvement in the supply remaining for the rest of the family (28).

—That the work in the plant definitely improves when proper eating facilities are provided is attested by many employers. Here are a few of their statements (29):

> **Production increased 10 percent due to improvement in morale in first two weeks after food service was set up according to recommendations of the Government's Nutrition in Industry Division.—Hugh Comer, executive vice-president, Avondale Mills, Sylacauga, Ala.**
>
> **Absenteeism was cut 19 percent in first four months following installation of our Nutrition in Industry Program, which includes serving of Victory Lunch Specials providing balanced meals supplying more than one-third of the daily food needs—Servel, Inc., Evansville, Ind.**
>
> **An adequate nutrition and feeding program is an important contribution to the health and safety program for the employees.—Craig Cochrane, manager, Industrial Relations Department, Eastman Kodak Co., Rochester, N. Y.**
>
> **We are meeting the need for changing food habits necessary under wartime rationing by serving more raw vegetable salads, more fresh vegetables and fruit, and milk, and weekly Meat Conservation Lunches in our 7 cafeterias and 35 mobile units which provide meals that follow Government recommendations.—John C. Becker, cafeteria manager, Curtiss Wright Plant, Paterson, N. J.**

—The use of supplementary "snacks" between meals is believed to decrease fatigue, bolster morale, and increase production. An experiment (30) made on a group of women operators in a plant manufacturing rubber footwear showed an increase of about 10 percent in their production when the women changed from three to five meals a day. The amount of food eaten was not increased, but the intervals between meals were shortened. It is important that when such between-meal refreshments are made available they should be such as to have positive nutritional value—milk, citrus-fruit juices, fruits, tomato juice, sandwiches, and the like.

Haggard and Greenberg, who made this study, suggest the possibility of between-meals use of fruit or tomato juice (31). They point out that such juices contain vitamins and minerals, are readily digestible, and give prompt and definite increase in concentration of sugar in the blood. At the same time they are easy to handle in the factory, require no preparation, can be quickly consumed, and appeal to a wide range of tastes.

The use of sugar as a source of energy for industrial workers should not be encouraged, but rather the use of foods which have more essential food factors and a more prolonged effect (32).

—The lunch period should be sufficient to allow time for going to and from the cafeteria, washing the hands, eating without gulping, and to leave a few minutes for relaxation. A minimum of 30 minutes is necessary in spite of the fact that many plants actually have only 15 or 20 minutes for lunch. The nurse would do well to discourage the workers from eating while they are working or at their workplaces, and to encourage the management to supply suitable places and enough time for eating lunch.

That management itself is greatly concerned about this business of getting proper food for its workers is indicated in the pamphlet published by the National Association of Manufacturers (33), which describes the responsibility of management. According to this, leadership may be taken if management will—

1. Acquaint itself with the problem in its own plant.
2. Inform itself about the principles basic to proper diet.
3. Take five lines of attack:
    a. Educate the worker.
    b. Educate his family.
    c. Provide nutritious food in the plant.
    d. Cooperate with local restaurant owners to provide nutritious foods under sanitary conditions.
    e. Make nutritious foods available at low cost.

Personal hygiene.

Cleanliness.—To get clean and keep clean is no small achievement in many of today's industrial jobs. But personal cleanliness is one of the largest factors in dealing with some of the ills to which workers fall heir. For instance, the complete removal of irritating solvents from the hands is the main guard against dermatitis on certain processes. And scrupulous cleaning is an absolute must in the protection of radium dial painters and others working with radium. Many years ago, when industrial poisons and similar dangers were first making themselves apparent in growing American industries, there was a tendency on the part of some employers to disguise them for fear the workers would be reluctant to stay on the job or the plant would acquire a bad reputation. Now industry makes a point of telling workers what hazards they may encounter on the job and how to protect themselves.

Here, of course, lies an important part of the nurse's job. Among the women new to industry, especially, the nurse is likely to find many who require particularly constant and firm guidance in the matter of protecting their persons against exposures to solvents, dust particles, fumes, and other sources of industrial disease. They may need to have stressed to them the part that careful and regular washing plays in protecting their health. Here is a considerable job of education to be done, and no one is in a better position to do it than the industrial nurse. However, there is no point in urging personal cleanliness unless the worker has a chance to practice it. The question of adequate washing facilities in the plant will be discussed in the next part of the report. (See p. 23.)

One thing that should be made clear to the workers is the possibility of carrying into their homes the dangers they encounter on the job. Dust or solvents on the clothes may contaminate the home. A woman who leaves a scaling gun or a filing bench to go home and cook dinner for her husband and children should make very sure that she leaves the dust and the metal behind her, too.

Care of the feet.—The "foot problem" is more serious for women than for men. Standing for long hours is very fatiguing to women and they may be susceptible to varicose veins. A report of 1,000 cases seen in a foot clinic states that there were 15 women to every man. Of these women, 33 percent had abnormalities of the forefoot, and 20 percent had flat feet. About one-third had severe corns, ingrowing nails, arthritis, or other such conditions. Many of those with forefoot deformities were under 30 years of age.

Lack of exercise, long periods of standing, and inadequate diet contribute to the problem. But a part of it arises from the habit of following unhealthy footwear fashions. High heels, narrow toes, absence of arch support, and thin soles add up to foot trouble. When unsuitable shoes are worn into the factory, where they are especially dangerous, the problem becomes serious.

When jobs require constant standing, rest periods should be allowed and seats be provided for the women. Very often jobs that are done standing could just as well be done while sitting; in such cases women should be allowed to alternate their positions. If this cannot be done, an attempt should be made to rotate the women on standing and sitting jobs, so as to afford some relief to all of them. Women who have foot ailments should be shown the need for proper medical care. Correctional exercises and treatment should be encouraged when they are needed.

One of the most important jobs of the industrial nurse is, of course, to sell the women the idea that broken-down party shoes, loose sandals, or other types of unsuitable shoes must not be worn in the factory. The appeal to the sense of fitness of proper types of shoes, as well as their comfort and safety, can be made a strong one. Moreover, the nurse can point out that sturdy and sensible shoes are especially advisable when rationing limits sharply the number that can be bought.

A safety program in the plant that insists on proper shoes—safety shoes when they are needed—is of major importance. The medical director of a plant employing many women tells the story of one woman who was wearing a pair of old high-heeled party shoes in the plant. She lost both heels coming down some stairs, fell, and sat down so violently that her coccyx was broken. This incident was the focus of a safety-shoe campaign in the plant; the guilty shoes were paraded around on a truck, and from then on, low-heeled oxfords were the only working shoes allowed in the factory. It is not the part of wisdom, however, to wait until such things happen before dealing with an obvious danger.

Care of the teeth.—It has been stated (34) that many of the absences due to nonoccupational illness can be traced to bad mouth conditions. Thus it is very important, from the standpoint of production as well as that of health, to encourage adequate care of the teeth. At the time of beginning her employment, it would be well if the new worker could have her teeth examined and be told how much and what kind of attention they need. With the proper encouragement and follow-up, teeth can be repaired before they cause much damage and add to the already great sum of days lost because of illness.

In addition to the ordinary run of dental needs are the dangers caused by specific hazardous exposures. It is known that such substances as lead, mercury, phosphorus, and radium may have a far-reaching and destructive effect on the mouth, teeth, and gums. A chart prepared by Dr. Isaac Schour and Dr. Bernard G. Sarnat (35) shows the types of destruction caused by certain substances, and lists occupations that may be considered hazardous for this reason. Thus the importance of taking note of the slightest sign of injury or decay of gums or teeth should be made clear to workers exposed to such special dangers. And all workers, regardless of occupational risks, should learn to know the close relation between good teeth and good health. This means knowing it with conviction, so that they will act on the basis of their knowledge.

Care of the eyes.—The amount of eyestrain and the need for accurate vision involved on the job vary from one occupation to another. But certainly the well-being of the worker and efficiency on the job necessitate good vision and freedom from strain. Tests of eyes should be made that are suitable to the job. Thus, inspection work involving close visual examination will make certain demands on the eyes; operating a crane or driving a truck will make other demands.

The worker should be told when he is in need of corrective lenses, and urged to get them. If safety goggles are required, proper corrective lenses should be put in the goggles.

The Division of Labor Standards of the United States Department of Labor, through the National Committee for the Conservation of Manpower in War Industries, has instituted an important eye-saving program for industry. Through its regional representatives, lectures and demonstrations by a specialist in eye-protection are brought to the plants. Information about this program can be obtained from the Division of Labor Standards. It should be called to the attention of plant management by the nurse, if it is not already known. Advantage should be taken of this opportunity to develop an effective program of education on eye protection for both supervisory personnel and the workers.

The Division of Industrial Hygiene of the Public Health Service points out (36) the need to be concerned not only with protective equipment and safety practices to guard eyes from injury on the job, but also with the development of standards for visual requirements in different types of occupation. Along with such standards must go examination of workers' eyes to determine what their condition is and to correct defects. The importance of interest and cooperation on the part of workers as well as management is great; and the industrial nurse can help to educate the worker to recognize the need for such a program.

Health in the home.

Of every 10 absences from work due to illness, 9 are due to causes not related to the work itself—illness such as everyone, regardless of his job, may be subject to. Consequently, it is not possible for the medical department to separate sharply the causes of illness and say that it will concern itself only with causes picked up on the job. Just as a worker may carry infection or disease from the plant to the home, so she may carry it in the other direction. Moreover, whatever the source, an absence is still a drain on the worker and a hindrance to production.

The woman who works all day on the job and runs her household as well needs all the help she can get to keep the health standard in her home high enough to protect her and her family from illness. Some plants have established a policy of home visits by nurses when workers are absent through illness. Others avail themselves of the help of visiting nurses from Public Health or other organizations. In either case a nurse going into the home will have an opportunity to assist directly with the health problems she may find there. If she does not visit the home, she must get from talking with the worker an understanding of what her home health problems are.

For more specific help the women can be directed to the medical, dental, and health clinics in their communities, to social agencies, to child-care centers or other groups organized to take care of local war emergency community problems, and to Government agencies such as the Public Health Department.

If there are women counselors in the plant, it should be their function to explore these possible outside services and to direct the women to them as needed. If there are no women counselors, the Personnel Department probably will be in a position to supply such information. In addition, there are in many areas nurses' organizations that can be of assistance in helping the women in the plant. (See pt. V for further discussion of this question.)

Mental hygiene.

On an earlier page it was mentioned that fatigue can develop from mental as well as physical causes; that the relation to her fellow-workers, her supervisor, and her environment has much to do with a woman's ability to produce efficiently. The reason for this lies in the fact, pointed out by Dr. Lydia G. Giberson (37), psychiatrist in the medical division of the Metropolitan Life Insurance Co., that—

> * * * the worker, regardless of mass effort or organization, will inevitably remain an individual and maintain his right to the dignity of an individual. * * * The individual is the man who counts.

Added to the task of adjusting to a wartime work program is that of facing the practical difficulties at home and in the community. The working woman struggles against problems of food, transportation, housing and service shortages. This, for the many thousands of inexperienced women now in industry for the first time, comes on top of the difficulties of a strange and demanding work environment.

Add again the personal and individual problems each person faces, and the fact that there are many workers who have considerable difficulty in dealing with them unaided. The sum total is, for some workers, tension and uncertainty that make them unable to keep going without costly effort. At this point, understanding and friendly counsel can be of immeasurable help. Some individuals may come near enough to the breaking point to need medical advice. When this need is apparent, the nurse should be able to discuss with the worker what kind of advice she needs, and show her where to get it. Others, with a chance to talk out their troubles and get some advice, will find themselves able to handle their problems. The nurse's place in this process of adjustment can be a very important one, if she sees and responds to the needs that will be shown. And as Dr. Sappington points out (38)—

> * * * morale has definite relationships to other important parts of an industrial health program, such as proper nutrition, fatigue control, and adequate and properly spaced recreation. No people can be expected to maintain top morale who are poorly nourished, who are tired and beset with physical and mental ills, and who do not have a reasonable chance to recover and recuperate through proper food, adequate rest, and simple recreative facilities.

IV. HEALTH AND SAFETY ON THE JOB

Responsibility for guarding the health and safety of women workers on the job belongs to many people in the plant: The production supervisors, the personnel department, the medical department, the safety department, and the workers themselves. The nurse can help the newcomer to understand the importance of this problem, and whether the specific factors involved are or are not her responsibility, she can recognize and point out their effects.

Instruction in health and safety should be a part of the induction training that is essential to the successful employment of inexperienced women. How much of this instruction falls to the nurse depends considerably on the size and the organization of the plant. This question will be discussed later. First must be examined some of the major factors involved, and how they come into the nurse's range of action.

HEALTH PROBLEMS IN THE PLANT

General health factors that carry over into the job.

The common cold.—A factory is as good a place as any in which to spread colds. Dr. W. M. Gafafer, in his outstanding long-term study of illness in industry (39), has indicated the great extent to which respiratory diseases contribute to sickness absenteeism. That colds do contribute considerably to sickness absenteeism is shown also by a number of other surveys. In one such study (40), a study in 1933 of over a million insured persons in England and Wales, there were tabulated 77,180 illnesses among men and 48,466 among women; of these, 23.5 percent and 23.8 percent, respectively, were due to colds, bronchitis, tonsillitis, and similar ailments. A third study (41), in Scotland in 1934–35, showed 8.8 percent of total illnesses among men and 12.4 percent among women to be due to colds, coughs, and tonsillitis. A further study of 5,500 persons over a period of 5 years (42) showed that among the men 32.9 percent, and among the women 42 percent, of all lost time due to illness was caused by colds, influenza, and tonsillitis. These figures indicate that women are somewhat more subject to such illnesses than men, and perhaps need more guidance in protecting themselves.

Thus it is important to watch for the signs of colds, and especially for the conditions within the factory that bring them on. Among other things, proper clothing is certainly a health factor, and one that women, more than men, are likely to disregard. Clothing must not only be safe, in that it does not offer hazards around machinery; it must be suitable to the weather and the working conditions. Working in a hot room, or in a cold one, or moving about from one to the other, demands suitable protective clothing.

If the nurse sees that the women are coming in for treatment for colds, she should find out if they are exposed to drafts, or are in poorly ventilated workrooms. One of the most effective ways of persuading management that action should be taken to improve such conditions is to show that these conditions are resulting in poor health and absenteeism.

Good food.—Part III explained the importance of the right kinds of food and of proper food services in the plant. If there is evidence that the women are failing to get the nourishment they need, it may be either that the means for getting it are inadequate or that the women have not become convinced that they do need it. The nurse may find that a better educational program seemed called for on the subject of food; or that those responsible for the cafeteria and other food services must be urged to make good food available.

Service facilities.—Both the health and the morale of workers are affected by the surroundings in which they work. The rest rooms and washing and toilet facilities available to women can play an important part in maintaining their good health and good spirits. It is obvious that with the great increase in the industrial employment of women there is need also to increase the provision of such services for them.

There are differences of opinion among employers about the use of rest rooms by women. In some plants no cots are provided. A matron may be stationed not only to keep the place clean but to act as policewoman in preventing loitering. Some plants have only toilets and washrooms for women, and no place in which they may rest. In others, it is a policy to allow women to lie down for a short time if necessary, and a suitable room with cots is provided. In still others, women are permitted to go to the dispensary or hospital if they must lie down.

Just what arrangements are best depends on the plant, its size, the number of women, the types of work they do, the size and arrangement of the dispensary, and so on. But it is a short-sighted policy to have no rest room for women workers. Very frequently a few minutes or half an hour of rest is all a woman needs to get her through the day's work without sacrifice of health or efficiency; and thus in many instances a day's absence is prevented.

The use of the dispensary or hospital cots for brief rest periods does not always prove desirable. Many plants with only first-aid stations or a small dispensary have no quiet room separated from the room in which injuries are dressed. In large plants the dispensary may be so far removed from many of the work stations that the women would have to take a 10-minute walk for the sake of a 10-minute rest.

It is important, therefore, that suitably located rest rooms and cots be provided; that these be kept clean; and that the women be permitted to use them as needed. Standards for space and cots in such rest rooms as approved by the American Standards Association may be taken as a guide (43):

Retiring and Dressing Rooms for Women

(*a*) Where 10 or more women are employed at any one time, at least one retiring room for their exclusive use shall be provided.

(*b*) Where less than 10 women are employed and a retiring room is not furnished, some equivalent space shall be provided which can be properly screened and made suitable for the use of women employees.

(*c*) The minimum space provided for a retiring room for 10 women shall be 60 square feet. The minimum increased space for more shall be at least 2 square feet for each additional woman employed.

(*d*) At least one couch or bed shall be provided in every place where more than 10 women are employed. The number of such beds or couches required shall be as follows: 10 to 100 women, one bed; 100 to 250 women, two beds; and one additional bed for each additional 250 women employed.

(*e*) Every dressing room shall be provided with separate clothes hook for every female employee.

Washrooms and toilet rooms must be adequate in number, well kept, and conveniently located. On the basis of field investigations the Women's Bureau recommends the ratio of 1 toilet seat to every 15 women employed (44). Standards for washing facilities as approved by the American Standards Association (43, Rule 3–15) provide for at least 1 lavatory, with adequate water supply, for every 10 workers up to 100 persons, and 1 for each additional 15 persons. They also recommend that for workers exposed to skin contamination by poisonous, infectious or irritating material, 1 lavatory with hot and cold water from the same faucet should be provided for every 5 persons. Twenty-four inches of sink with individual faucet is considered equal to one basin.

The responsibility for these facilities varies with the administrative and maintenance organization of plants. Though the plant nurse may not be responsible for them, she is responsible for seeing that the health of the workers is not endangered by lack of sanitary equipment or by inconvenience of its use. No matter who is in charge of these rooms, the nurse is able to use her position in relation to the plant's health program to see that they are adequate.

Health factors having to do with the job itself.

Physical strains.—A good deal has been said and written about the amount a woman should lift and how she should do it. Books and articles have discussed it. States have passed laws saying how much a woman may lift—amounts varying from 15 to 75 pounds. The Women's Bureau bulletin on this subject (45) indicates that carrying too heavy burdens, or carrying incorrectly, may have serious effects on the physical structure of women. Excessive lifting may aggravate menstrual difficulties. Deformities may develop that will cause trouble at childbirth. The effects of pregnancy, such as changes in respiration, pulse rate, composition of the blood, are likely to make a woman especially subject to injury by lifting during this period.

There are two ways in which the nurse can help to protect the women against strain from lifting. One is to teach them the proper way to lift. Often this subject is mentioned in a safety lecture, and a demonstration may even be made to show the difference between right and wrong lifting. But the women themselves must practice enough to get the feel of right and wrong lifting; otherwise it is likely to be merely a discussion without much meaning. The time is well spent in making sure that each woman understands both the technique of correct lifting and the consequences of bad lifting.

The second way is to see that excessive demands are not made with respect to the amount to be lifted. No arbitrary standard can be set for all women; those who are strong and muscular may be able to lift as much as the average man, or more. Others find their limit in a much lighter weight. Further, the circumstances of lifting and carrying—how often, how far, whether up or down stairs, lifting from the floor or from a bench, lifting above the head—all these will affect the capacity of the lifter.

A woman may have to push a barrow or hand truck filled with material. She may pile lumber or sort scrap or load trucks, all jobs that may involve the handling of relatively heavy material. They involve also posture and changes of posture that may cause strain to the abdominal or the back or other muscles. When women on such jobs complain of physical strain, the nurse can help them by determining what the strain is, what causes it, how it can be removed. Or, if the women prove physically unequal to the jobs, she can help to get them removed to others more suitable.

Another possible source of health injury to be watched for is the use of pneumatic tools, such as pneumatic drills, air grinders, sanders, power wirebrushes, and riveting, scaling, or chipping guns. These vary considerably in weight, from small, very light implements to tools weighing up to 18 or 20 pounds. Naturally, the effects of the heavy tools are likely to be more serious than those of the light ones. The two main kinds of hazard they offer arise from the way in which the tools are held, and from the vibration experienced by the operator. Injuries arising from the former cause are more likely to occur in inexperienced workers, who are unfamiliar with the right way to hold the tool.

Injuries occur also, though very infrequently, to the joints, especially to the elbow of the arm holding the tool. Such injuries are thought to be due to the repeated shocks directly transmitted to this joint from the tool. Further injuries which may be especially serious to women may occur if the tool is held against the chest or the thigh.

Relatively little is known as yet about the extent to which women particularly are affected by the use of pneumatic tools. There is some indication that pelvic disturbances are aggravated, especially if the tools are heavy. There has also been some indication (46) that already existing menstrual irregularities may be heightened by the use of even light riveting guns; though the evidence relates to a small number of women and is not wholly conclusive. In some shipyards where women have been employed on chipping, which involves using heavy guns requiring great strength just to hold them properly in place, they have had to give it up. Scaling guns are used more extensively by women. Since they chip rust and paint from metal surfaces, and do not dig into the metal itself, their action is somewhat less violent than that of the heavy chipping guns.

Other possible sources of injury are noise and dust. The bad effects of these hazards, not peculiar to the users of pneumatic tools, should be watched for in anyone exposed to them.

Perhaps the most important safeguard with respect to the use of pneumatic tools by women is to select the right women for the job. This selection, together with proper adjustment of the job, will help to remove much of the hazard. In the opinion of a number of industrial hygienists who have studied the problem, certain recommendations should be considered when women are assigned to this kind of work. These are presented here.

Women with the following characteristics are best suited for work of this kind:

Above average in stature and muscular development.
The phlegmatic rather than the nervous type.
Having a history of normal menstrual periods.

Women with a history or clinical diagnosis of pelvic disorder, especially pelvic congestion, should not use vibratory equipment, even of the rotary type.

Pneumatic apparatus should not be used by pregnant women, by women who have had repeated pregnancies or abdominal operations, or by women with unusually large breasts.

Adjustments should be made in size and weight of tools for use by women. Women should not use heavy pneumatic equipment.

A sitting posture is preferable to an upright position.

If standing is necessary, rest periods in the prone or knee-chest position are recommended.

On periodic examination, women showing vasomotor disturbances, nervous or arthritic changes, should be transferred to other work.

Consideration should be given to change of job from time to time.

Counterbalancing, suspending, or propping tools should be done wherever possible to relieve operator of weight and vibration.

Women should not brace tools such as rivet guns against the chest. It is believed that following such practice might aggravate a tendency to develop cancer of the breast.

If the work involves production of silica-containing dusts, techniques for completely controlling them should be employed. This holds, of course, for all workers, men and women.

Posture.—In Part II the relation between poor posture and fatigue was discussed. As with lifting and carrying weights, the women should be taught how to relieve the strain of poor posture. Talks, simple demonstrations, and perhaps charts should be used to bring the point home.

It should be remembered that standing generally is hard on women in any case, and that constant sitting or standing may intensify existing menstrual troubles. When women are pregnant it is even more important that their jobs do not involve continuous standing.

The tools and the lay-out of the job.—Most machines used in industry were built for men. There are relatively few places in which the machines have been especially designed for use by women. Many of them are equally usable by both sexes; but there are others whose design does not fit structurally with the physical design of women. Perhaps the levers are too high for the shorter arm-stretch of most women. Perhaps the distance from floor to table is too great, and this may mean that a woman will have to stretch her leg constantly to manipulate a foot-pedal. Handles are made for a man-size grip, and women find them hard to hold on to, and harder to grip.

The results of such discrepancies may in some cases be strain and fatigue. The nurse is likely to encounter them in sickness absenteeism or the inability of women to perform their job. One industrial hygiene authority (47) has pointed out that—

> * * * a foot-pedal operator who has to strain unduly to reach the pedal may suffer from pelvic congestion with resulting harm to pelvic organs.

Such causes can be discovered as the nurse talks to the women, or as she explores the situations in which they do their work. For example, women welders have experienced some difficulty in manipulating the welding tongs; and there are now on the market tongs built narrower and longer than the usual ones to make the woman's grip more sure and at the same time to give the necessary leverage. Many other techniques have been used, such as installing mechanical lifting and holding devices, extension levers, and conveyors. Though these practical questions concern the safety engineer and plant management, the nurse perhaps best of all can observe the effects of the strains that may arise from physical working conditions that are not adjusted to the women's build. It has often been found that such strains can be relieved by relatively simple devices and a little thoughtful planning.

Special health problems of women.

In discussing the physiological problems of women in relation to their work in industry, it is of the greatest importance neither to overestimate nor to underestimate them. On the one hand, unnecessary limitations may be set on the usefulness of women workers and on their opportunities for employment and advancement. On the other, definite harm may be done to a woman worker by allowing her to work under conditions or on jobs that are highly unsuitable for her. A fair attitude supported by sound medical advice will prove most productive and most satisfactory in dealing with the question.

Throughout industry there is a great deal of variety in the method of handling these questions. Policies range from completely ignoring them to setting up rigid regulations. It is important, therefore, to know exactly how much of an issue should be made of the various physiological matters that seem to affect the employment of women. This means trying to discover how much difference they actually make. With her particular relationship to the women workers, the nurse is in a position to find out part of the answer, at least, and to help to remove some of the difficulties that may be very real obstacles in the way of satisfactory employment of women.

A basic prerequisite for the protection of women, and also for placing them on jobs for which they are physically suited, is a good preplacement physical examination. Any defects that might limit a woman's ability to perform certain jobs should be discovered; and if they can be corrected, she should be urged to have that done for her own sake. Limitations in physical strength should be known before a woman is assigned to a job that might tax her beyond her abilities. At the same time, great care must be taken not to exclude a woman from work she is able to perform. The physical examination should be used solely as a technique for helping to determine the worker's highest physical qualifications and assigning her to the job they fit best.

Menstruation.—One of the reasons why some employers have been reluctant to employ women is that they anticipated periodic disability due to menstruation. This has been a matter of concern because of the desirability of maintaining the work efficiency of the women, and the possibility of injury to their health through the work they are given to do.

Two things should be remembered in considering this problem: First, that the discomfort that sometimes accompanies menstruation comes regardless of whether women work or not, and second, that there are industries that have for decades employed women, and these workers have remained steadily and productively on the job.

It may be true, however, that certain operations are generally harmful for women because they contribute to menstrual discomfort or disturbances, and that other operations are injurious only to some women. Earlier in this discussion, for example, the possible danger of using pneumatic tools was mentioned. It is therefore desirable to separate two questions that are likely to be confused: To what extent does the work affect a woman's menstrual function? and to what extent is she subject to menstrual pain regardless of the job?

It sometimes happens that a woman who has not had any difficulty will begin to experience it when she starts on a factory job. After a history of regular and painless periods, they may become irregular, too frequent, longer or shorter than normal, or unnatural in other ways. Because the physiological function is closely related to emotional states, such conditions are often brought on by the tension, nervousness, and initial strain that rise from the new and strange conditions of the job. When the worker becomes acclimated, the tension eases off, she is more sure of herself and more at home, and the irregularities of menstruation may disappear.

Though menstruation is not, in itself, an industrial problem, it is true that women do lose time from work because of it. It is also true that in many plants certain simple steps have been taken that appear to relieve the discomfort and thereby reduce absenteeism. Therefore it is advisable for the nurse to find out how much menstrual troubles seem to affect the working efficiency of the women in the plant, and to consider the following remedies:

> The desirability of having cots in a quiet room where women can lie down for a brief period has been mentioned. This opportunity for relaxation is especially important for some women during the menstrual period, and has been found to contribute greatly toward a saving of time and efficiency in work.
>
> Some physicians recommend the application of a heat pad or the use of an infra-red heat lamp to relieve dysmenorrhea, and sometimes they give simple medication. These steps should of course be taken only under the instruction of the physician; but they have been found to be helpful.
>
> The use of physical exercises for the relief of dysmenorrhea is recommended by some physicians. These exercises, which are very simple, are designed mainly to correct posture defects that contribute to menstrual pain because of pressure on pelvic organs. A number of prolonged experiments with them have indicated a noticeable diminution of dysmenorrhea, and have been followed by lowered absenteeism rates from this cause. Sources of information about such exercises are listed at the end of this pamphlet. They should be used, of course, only under the guidance of the physician.

Perhaps the most useful thing that can be done to diminish this problem, and one that the plant nurse can do better than anyone else, is to establish a wise attitude toward it on the part of the women themselves. Physicians state repeatedly that much of the discomfort of menstruation is psychological, and stems from faulty health education. If this periodic process can be seen by the women as a normal healthy function and not as an affliction, it will be almost certain to cause them less distress. The fact is that a great many women do see it in this light, and many others can be persuaded to do the same.

A maternity policy in industry.—The question of the employment of pregnant women in industry concerns a relatively small proportion of women workers. But the problem appears to be of some moment to employers at this time, for several reasons. The majority of working women are in the child-bearing years; because of the war many married women are working who otherwise would not be; and the inexperience of some employers with women workers causes them a bit of panic in the face of possibilities that they scarcely know how to handle.

To establish a maternity policy that will protect both the plant and the worker is not difficult. It can be done with mutual understanding; and the nurse can perform an important service in creating this mutual understanding. For one thing, it should be remembered that most women work because they have to; and that many times a woman who is a prospective mother may especially need to work. For this reason, employment should be made possible for her as long as she can work without injury to herself or her child.

Moreover, many physicians say that work, if it is not excessive in hours and does not involve exposure to hazards, usually is good rather than bad, at least during part of the pregnancy period. Dr. H. Close Hesseltine, speaking of the recommendations of the Committee on the Health of Women in Industry of the Section on Obstetrics and Gynecology of the American Medical Association (48), says—

> So far, there is no available data which would indicate that ordinary employment is detrimental to the early pregnant state in normal women.

It is the usual practice in plants not to hire women who are known to be pregnant; and it is almost equally common to discharge them as soon as pregnancy is discovered (49). Such a policy, however, encourages women to conceal their pregnancy as long as possible. Under such circumstances a woman may continue to work at a job or in a place that offers considerable hazard to her health and safety, and may make her a hazard to the people with whom she works. Moreover, the first three months of pregnancy, which are the most easily concealed, are also more precarious than the next three months. At this early date, then, women particularly need protection; but unless there is a policy in the plant that will encourage them to report their condition, they cannot avail themselves of protection. The plant also will profit from knowledge of the women's condition by assuring itself that women will be kept on suitable jobs and thus experienced workers will not be lost, and by being protected against the risk of accident among women doing heavy or hazardous work at a time when they are not fitted to do it.

Standards for such a maternity policy have been recomemended in a pamphlet published by the Women's Bureau and the Children's Bureau of the United States Department of Labor, listed at the end of this bulletin and available on request. It indicates the points that should be considered: The importance of judging each case individually; the time at which a woman should stop work before the birth of her child, and how soon afterward she may return to work; the types of jobs that should be avoided because of danger of physical strain or injury from toxic substances; the preservation of seniority rights, the opportunity to return to her job, the length of hours and rest periods, and other conditions of work.

One point perhaps should be emphasized. The transfer of a woman from a hazardous to a nonhazardous job is one way of enabling her to continue work during part of pregnancy, and of preventing the loss to the plant of a trained worker. Such transfer must be made in accordance with plant policy, and on the advice of the physician who understands what the jobs entail and what the woman's physical condition allows. Otherwise, transfer is likely to depend on the will of the woman's immediate supervisor and be subject to a natural reluctance on his part to disturb his work set-up.

Throughout the process of establishing and using a good maternity policy, the nurse's role is central. From her personal knowledge of the women she can watch for cases that need attention. In her relationship with them she can encourage them to ask for and use the advice of their own and the plant physician, and can point out to them the importance of modifying their work program to fit the needs of the coming child. In her position within the administrative organization the nurse can urge on management the wisdom and the necessity of such a policy, and because her work in the plant is often more continuous than that of the physician she will be able to inform him of the cases that appear to need his attention.

One further point in relation to this subject should be mentioned. This is the fairly widespread rumor that women who do arc welding may for that reason become sterile. Medical evidence does not bear out this possibility. In answer to an inquiry on the subject, the National Institute of Health of the United States Public Health Service (50) points out that the main exposures in arc welding are to ultraviolet rays, ozone, oxides of nitrogen, and heat. None of these hazards will give rise to sexual impotence as the sole effect. A number of diseases, occupational or other, such as lead or benzene poisoning, typhoid or pneumonia, may result in a temporary diminution of sexual capacity; but this is believed not to arise in the absence of other characteristic features of the specific disease. Further, experiments to determine whether the light from arc welding gives off injurious rays, such as X-rays, have produced no evidence of any light-waves shorter than the ultraviolet in the arc. The best medical evidence indicates that radiation from arc welding cannot in itself produce injury to or destruction of the sexual organs.

The menopause.—The increase in the number of older women in industry has brought up the question of the menopause as affecting production. This, like menstruation, is not an industrial problem, and should be dealt with, if necessary, by the woman and her private physician. It too, however, may impress itself on industry by causing loss of time from the job and perhaps by a lessening of work efficiency. Therefore it is something that the plant nurse should be aware of if it arises among the women workers.

In general, physicians have pointed out that if there are no abnormal symptoms, such as would require medical attention, and no menopausal psychosis, the menopause is not a factor that needs be considered in the employment of women. When a woman is struggling with such disturbances, however, and finds difficulty in coping with her day-by-day problems, a considerate and understanding attitude can help her. Some physicians have suggested a change to light work requiring not much concentration or physical effort if the woman has been on a heavy or difficult job.

The attitude of the woman toward the menopause probably is a major factor in determining how she will continue her usual activities.

She should be helped to see it as an ordinary and normal process, and not as a break-down in her capacity for normal living.

In this, as in all matters relating to the health of the women workers, the nurse's greatest assistance to them may be summarized in two things: First, by her own interest and understanding building confidence in the medical department, so that the women will go for help when they need it; and second, by knowing the specific conditions in the plant that may help or hinder good health standards, and urging on those responsible the improvement of conditions that affect the health of the workers adversely.

Occupational diseases.

The danger of exposing workers to diseases arising from their work has always been serious in some industries. With the war, a number of factors have made it even more serious. One is the introduction of new materials, chemicals, or processes into a plant without time to discover first whether they carry with them any unknown hazards. Another is the great expansion of plants and of employment, which has taxed the safety facilities in industry, often beyond their capacity. A third factor is the inexperience of many new workers, who must learn to recognize the possible hazards of their jobs before they can be protected adequately against them.

The subject of occupational disease in industry is as complicated as the problem of fatigue and is highly technical. Even to define the term "occupational disease" is not easy. Does it refer exclusively to a disease for which a particular process is responsible, such as lead poisoning that comes from the use of lead in glazing pottery, for example, or does it cover also diseases arising indirectly from exposures, as a pneumonia resulting from working in cold, damp weather? There has been in recent years a tendency to widen the concept of occupational disease to include all diseases suffered as a consequence of work, whether directly or indirectly brought on. This tendency is shown in various State workmen's compensation laws, which are coming more and more to extend their coverage.

This report will not attempt to list the occupational diseases, nor to discuss their nature, their symptoms, or their effects on the worker. It is intended only to point out the fact that women are exposed to a variety of hazards of occupational disease, and that there are certain places where the industrial nurse should look for evidence of such hazards. From making felt hats to welding ships, the list of jobs is paralleled by a list of hazards. Of course, many of these hazards are adequately guarded against by plant engineering, good housekeeping, and personal protective equipment. And in many occupations they do not arise at all. However, the nurse should find out for herself, or from the medical officer and from the safety director, which of them exist in the work that women are doing in the plant. The Division of Labor Standards of the U. S. Department of Labor has issued an excellent guide (51) to occupational hazards, which is of great help to the nurse in identifying the effects of specific exposures. J. J. Bloomfield, of the Industrial Hygience Division of the United States Public Health Service, has pointed out (52) how the nurse can make a practical survey of occupations in her plant that might give rise to occupational diseases. If she keeps a record of such occupations by plant department, she has a quick reference to possible causes for illness when women come into the dispensary. Sample forms issued by the Public Health Service, on which such records can be kept, and which can be adapted to the plant's needs, are obtainable from the Government Printing Office or from the local agencies offering nursing consultant services. These agencies are listed at the end of this pamphlet.

What are the kinds of diseases that attack workers through their jobs? The majority of them, it has been found, are of two types: Industrial poisonings and dermatoses (53). In addition (54), there are diseases arising from the following causes:

Abnormalities of air pressure, temperature, and humidity.
Dampness.
Defective illumination.
Dust.
Infection.
Radiant energy.
Repeated motion, pressure, shock, etc.

There are a number of published statements naming the various occupational diseases that arise from these causes. They give also information on how much exposure constitutes a hazard; the symptoms of the diseases, how frequently they occur in certain industries, what the consequences are to the workers, and how protection may be achieved. References to some of these sources are given at the end of this pamphlet.

Which of the causes mentioned above furnish a hazard to the workers with whom a nurse is concerned is something that she can find out only by knowing her own plant. When the women come to her for help, she should know not only what work they do but the conditions under which they work. With respect to possible poisoning, for example, the nurse should find out whether the women have been working with lead, mercury, benzol, or other substances that might produce symptoms of poisoning; whether they have been exposed to dust, fumes, or vapors that might harm them.

It should be remembered that working with such materials does not in itself constitute a hazard. If protection is adequate, the worker is safe. And responsibility for determining whether this is the case obviously rests with the safety experts. The importance to the nurse of knowing the facts about the conditions of work in the plant is that when a woman becomes ill some such hazard may be a source of the illness. The nurse's knowledge of the possible existence of the hazard may help to bring about a quicker cure and to prevent a recurrence.

Poisonous substances may be introduced into the body through inhaling, through the skin, or by way of mouth. Inhaling dusts, fumes, vapors, or gases is the most common way in which workers are poisoned. Sometimes workers handle dangerous materials and then handle food without washing their hands, or eat at their workbench and so ingest poisons with their food by way of mouth. Provision of proper washing facilities should be an invariable rule for such workers, perhaps supplemented by a prohibition against eating at the workbench. In some occupations, such as handling radium, inhalation is particularly dangerous; but carrying poisonous substances to the mouth through lack of careful washing of hands may also constitute a hazard. Workers should be convinced of the importance of avoiding such practices.

One of the most helpful factors in protecting the women is to tell them what hazards exist in their jobs and how to guard against them. Further, they should be reminded frequently of their responsibility for being careful. The importance of safe work habits must be emphasized until they become second nature.

There has been much discussion about whether women are more susceptible than men to certain poisons. This is a question on which doctors themselves do not always agree. It is held by some, for instance, that women are more susceptible to lead and benzol poisoning than men are, and that in the case of lead they are more subject to the extreme type of poisoning that attacks the nervous system and the brain. Whether or not this is true, the important thing is to remove the hazard, so that no one, whether man or woman, will be exposed to it at all, to any harmful degree. The whole trend in present industrial safety practice is to do just this—to remove the source of danger rather than try to give individual protection to the person exposed to it.

Many women are in jobs that involve the use of oils, grease, and cleaning solvents. They may be running a lathe, which uses a coolant; they may be packing parts, first dipping them in a protective oil; they may be cleaning metals preparatory to painting or polishing. Such operations often get the hands into liquids that have a seriously irritating effect on the skin, sometimes developing one or another type of rash. Outbreaks of dermatitis are among the most common cases of occupational disease. Frequently they are not lasting in their effects, but even so they cause discomfort, pain, and loss of time from work. There are a number of protective lotions and creams designed to furnish protection of the skin against irritants. Which type is most effective will depend on the agent causing the trouble and on the particular susceptibility of the worker's skin, and these matters should be determined by the physician who knows these factors as well as the chemical nature of the protective substance.

Individuals vary considerably in their susceptibility to dermatitis, according to the texture of their skin, their pigmentation, and other factors. Nurses do well to watch for those women who are most subject to this disease, and to have them transferred to other occupations in which they are not exposed to it.

Much is being done to remove irritants from oils, lubricants, and solvents used in industry. But authorities on dermatoses make it clear that one of the most effective protections lies in exercising the greatest care in matters of personal hygiene. The women exposed to skin irritants should be convinced that careful hand-washing to remove such elements is absolutely essential as protection against dermatitis.

At the same time it should be remembered that in some instances a harsh soap does more harm than cutting oils. For this reason the soap supplied in the washrooms should be carefully chosen, and this is an item that the nurse can help to control. The medical officer will know what soaps are best for the purpose, and the nurse will know whether the women are finding the soap supplied irritating to their skins.

Sometimes hazards arise out of the conditions of work, rather than the exposure to certain substances. Do the women work out-of-doors in bad weather, or alternate between a heated room and the cold? Do they work in excessive heat, or dampness, or in poorly lighted or poorly ventilated rooms? These also are questions the answers to which will help the nurse to understand the ailments of women who need the help of the medical department.

SAFETY ON THE JOB

Within the past two decades the function of a safety program in industry has expanded greatly. Such programs are recognized as preventive measures; both worker and employer are concerned to prevent accidents. Safety is recognized as an integral part of plant operation; it is built into the plant and is related to all the operations and to all the conditions of work. The extent to which this is true varies, of course, from plant to plant. Some plants have as yet developed very little safety-awareness, whereas others have well established programs of accident prevention.

The responsibility for such programs rests, primarily, on the safety department. But everyone in the plant bears some of it. The nurse can contribute a large share toward building safety by recognizing and reporting the points at which special attention is needed, and by helping to develop safety mindedness in the workers. The importance of the nurse in this field is indicated by the fact that nurses are becoming increasingly interested in safety training. Safety training courses are being offered under the sponsorship of the United States Department of Labor and the United States Office of Education. In a number of cities industrial nurses are taking these courses, and find them effective in giving the basic facts about safety which the nurses need.

The need to be aware of safety problems.

Every new worker is a possible source of danger, to himself and to others, until he learns the elements of safety on the job. This is especially true of some of the women now coming into war plants, who have never had any association with factory conditions and have never been exposed to the kinds of hazards they present. Their complete lack of industrial experience and their general unfamiliarity with tools and machinery make it especially important in their introduction to the factory to stress safety. They must acquire a safety-awareness that can only be brought about by special effort on the part of those responsible for inducting them into the job.

This safety-awareness cannot be attained from a few minutes' talk on safety when the women first come on the job. It is the result of continued education. And the nurse is in a very strong position to help in this education. The women come to her when they are injured, or at other times when they are psychologically ready to listen to what is told them about safety.

The kinds of accidents that women have.

A woman working on an unguarded press had a finger cut off. After the accident, guards were placed on all the machines.

A woman got up to leave her machine. Walking across the floor she tripped over a chair and broke her arm.

A laborer climbed on a box to reach some material. The box tumbled, she also tumbled. The accident cost her 2 days of working time.

A packer unloading and lifting boxes sprained her back so severely as to keep her at home for a week.

Another laborer standing on a box that tumbled over received injuries to head, shoulder, and pelvic bone.

The operator of a lapping machine had some hair pulled out when it got caught in the machine.

A girl hurrying to her work across a parking lot fell and sprained an ankle.

A laborer fell over the tongue of a truck, suffering a fracture that disabled her for 54 days.

A woman operating an overhead electric crane in a shipyard climbed down the ladder from the cabin to the floor. The ladder had no rail. She was wearing "wedgies"—shoes with no heels. She slipped; her shoe could not catch on the rung because it had no heel; there was no hand-rail to grab. She fell to the floor and broke her arm.

A man working near the ceiling of an electric plant dropped a pipe. It struck a woman below, disabled her for over three weeks, and caused the loss of use of one finger.

On her first day at work a munitions handler in an ordnance depot was helping another woman to control the movement of 500-pound bombs down a conveyor. She decided that the bombs were moving too fast, and tried to slow them by putting her foot up against one of the crates containing the bombs. Her foot caught between the moving crate and the conveyor, and she fell off the platform. She lost 7 days of work.

The question why women have such accidents is complicated, but it must be asked if accidents are to be prevented. Obviously, many factors are involved. Some of these factors are personal, such as wearing improper clothing, doing things in a reckless way, being unskilled in handling the job or ignorant of its dangers, reluctance to follow safety rules, and so on. The munitions handler had been working less than a day; she might well be expected not to understand the ways of conveyors. With proper safety instruction new workers can learn what to look out for, and before they acquire that knowledge they can learn to be on their guard.

The accident to the crane operator was a combination of faulty clothing and faulty working conditions. If the ladder had been railed, and if she had had heels to her shoes, the likelihood of her falling would have been much less. And though she might be unable to do anything about the railing, she should have been instructed to wear the right kind of shoes and should have worn them.

Climbing on a pile of boxes, instead of on a set of steps or a ladder, is a good example of poor safety habits. So is working around moving machinery with unprotected hair, as the lapping-machine operator did. Other factors have to do with the working environment, such as the situation of the workman who dropped the pipe on a woman below; or the machine that was unguarded until someone lost a finger on it; or the crane ladder without a railing. All these factors involve the need for responsibility on the part of management, first for setting up safe conditions in the shop, and then for safety education of the workers.

It must not be forgotten that many accidents, even those inside the plant, are not related to the specific work the women are doing. One of the most common types of accident to women is falling—falling on the street, on stairs, while walking through the factory. This fact is indicated by the report of temporarily disabling injuries for which women received workmen's compensation in Pennsylvania in 1941 (55).

Power machinery, such as drill presses, punch presses, sewing machines, accounted for about 21 percent of these injuries, or just over one in five. One in four were listed under "working surfaces," and four-fifths of these were injuries caused by floors and stairs—stumbling, tripping, falling. It seems clear from this that women have a safety problem in addition to that brought on by the machine or operation itself. Education is the only answer, education and training, which the nurse can help to secure for them.

As increased numbers of women are taken into industry, their age range necessarily broadens. More young girls and more older women are employed. The same Pennsylvania report shows that between 1939 and 1941 the number of girls 21 years of age and younger increased by almost 15 percent. The number between the ages of 22 and 40 was practically unchanged; and those over 40 increased by over 26 percent. These are changes in the numbers of women who had injuries on the job that disabled them for more than a week. The increasing number of accidents to women reflects, of course, the increase in their employment; there are more women exposed to the possibility of industrial accident. These figures, though including only statistics for the State of Pennsylvania, show the trend that is indicated throughout the country.

Because of the increased employment of women of all ages, it is to be expected that the proportion of industrial accidents that occur to women also will increase. This is supported by figures issued by the Industrial Commission of Wisconsin (56). Of all injuries reported to this commission, the proportions that were injuries to women rose between 1939 and 1943 as follows:

	Percent
1939	6.8
1940	7.1
1941	6.8
1942	9.3
1943	14.0

Even within the year 1943, an increase from quarter to quarter is noticeable. Percentages for the four successive quarters of 1943 were: 11.8, 13.2, 15.0, and 16.0, giving an average of 14.0 percent. This increase in accidents to women means chiefly, of course, that more women are employed. But it is also to be expected that they will do more and more of the hazardous jobs from which at first they were largely protected; and this will be an additional source of increased injury. That is why everything that can be done by the nurse to combat the injuries and illnesses of the women in the plant is of great value, not only to them but to the achievement of the fullest and most efficient production in the plant.

Helping the women to be safe.

Much that has been said on earlier pages about health problems can also be said about safety. In both instances the two strong bulwarks are, first, the acceptance by management of responsibility for good health and safety programs; and second, the education of workers to assume, in turn, their share of responsibility. The nurse can help in both these aspects: First, by calling to the attention of the proper authorities the information she can get from the women and from her own observation; and second, by taking an active part in educating the workers for health and safety. With respect to the safety problem itself, here are some of the points at which the nurse can be of use.

Safety clothing.—For most women clothes have always been a subject of intense interest; and generally women have come to accept certain traditional ideas about style and function of dress. Now more than ever new ideas are intruding themselves into this customary way of thinking. One of these ideas is *safety*. Hundreds of thousands of women are coming to judge their work clothing by whether or not it is safe to work in. This idea, new to so many women, takes some time to be firmly rooted; and though they are learning, they may need to be urged and persuaded to bring into practical use this notion of the special suitability of their clothing for their work.

Standards for work clothing have been described in the Women's Bureau Special Bulletin 3, Safety Clothing for Women in Industry, and detailed requirements have been established by the American Standards Association (see references). Private industry, the Army, and the Navy have all set up standards for the women who work in their factories, arsenals, shipyards, and other places. It is not necessary to describe here what the specific requirements are. But the nurse can see whether the clothes the women wear to work meet the safety standards of the plant. Further, if the plant does not have such standards, or if there is no rigorous application of them, she can urge that they be made an important part of a safety program. She can also talk to the women about the need for this, pointing out the specific places at which they risk injury through unsafe clothing. Sweaters or other loose garments, unsuitable and uncomfortable shoes, jewelry, flowing hair—these are the most obvious sources of injury.

Hazardous jobs.—Some women can undertake jobs with a certain physical risk better than other women can. Some are better at climbing; or they are stronger and can lift weights more constantly; or they can undertake relatively heavy clean-up jobs. Physical stamina is a requirement of a number of jobs in which women are employed, and those who are without it where it is needed are likely to suffer accidents. Other types of hazard require steady nerves and a calm disposition—as, for example, the handling of explosive materials or some of the pneumatic tools.

The placement of the right woman on the right job is, of course, the work not of the nurse but of the personnel department. But the final test of whether this is done lies in what happens on the job. The nurse is often in a better position than others—even than the foreman—to know when a woman is doing something that is beyond her power to do safely. In such circumstances the nurse should be able and ready to urge the transfer of women from the work they are doing to something more suitable for them. If she knows what the jobs are, and the health and strength of the women who are doing them, and if she knows them understandingly, she can be of great assistance in pointing out assignments of work that carry with them special risks to the safety of the individual and perhaps of those working with her.

An open eye for bad spots.—In plants that are well supplied with safety inspectors or safety committees, hazardous working conditions generally are found out promptly. In departments in which foremen and other supervisors are well trained in the principles of safety, such conditions do not escape discovery. But in plants without a rigorously enforced safety program, or lacking trained personnel, there is a need for vigilance on the part of everyone. The nurse can contribute her share of this vigilance as she walks through the plant, keeping her eyes open for hazards that often are obvious but ignored. Safety manuals list them in detail. Among them are the effects of poor housekeeping such as crowded or narrow aisles, poorly placed materials, irregular floors that offer a tripping hazard, dangerously loaded trucks, dark passageways or corners, broken or unguarded stairs, inadequate or glaring lights. There are, of course, many others; but these are the ones most apparent on casual observation. Other dangers may be discovered from a study of the accident records in the dispensary or first-aid room. In many plants the study of these records is an essential part of the safety program; in others, they are used very little except in determining whether a person is fit to go back to work or in cases involving workmen's compensation. By reporting to management her own observations of any suspect conditions throughout the plant, and by making use of or urging the analysis of the records she keeps, a nurse can contribute greatly to the safety of the workers and to the efficiency of the plant.

V. TAKING PART IN A HEALTH AND SAFETY PROGRAM IN THE PLANT

Earlier sections of this bulletin have pointed out some of the specific problems that women workers face as they come into the plant, and ways in which the industrial nurse can help them to solve these problems. They deal with both the personal and the plant factors that contribute to good or bad health on and off the job; safety practices and the understanding of hazards; special physical or psychological characteristics that may affect the performance and continued efficiency of women.

A good many of these are matters that come up in the ordinary course of the nurse's contact with workers, as indicated earlier. It is important for the nurse to pick up whatever casual references to them a woman may make when she goes to the dispensary for some other reason. It is even more important to recognize these problems as contributing to the difficulties a woman may be struggling under though she does not speak of them. She may not realize their effect, or may be reluctant to bring them up. If the nurse knows what the circumstances of the work and environment are, and recognizes the possibility of health difficulties, she is often able to clear up the obvious trouble.

Even such enlightened observation on her part, however, is not sufficient. Unless plant management recognizes the importance of this service and builds a planned program for health and safety, the nurse's efforts are likely to have only sporadic and limited effect. Where such a program exists, her job should be incorporated into it. Where it does not, she needs to convince management of its importance in the attainment of a high standard of work performance and efficiency.

This part of the report is not intended to describe the total program that might be developed, which may differ widely from plant to plant. Many factors determine its form, in addition to the all-important one of management's interest. Among these factors are: Size of plant; kind of equipment; nature of work; existence of hazards; size and organization of medical department; organization of other departments, such as safety, training, and personnel; and relation between departments.

How much the nurse will be called on or be able to do, with respect to the program of the plant, will depend largely on these factors. A few of the more important points at which she can contribute may be indicated here:

1. In an earlier section of the report emphasis was put on the induction period as the time for introducing safety and health care to the new workers, especially to the women industrially inexperienced. It was pointed out that giving specific facts about the hazards involved on the job and the way of guarding against them must be an

important part of the induction program. These hazards are not only the conditions inherent in the job, such as weight-lifting, exposure to poisonous substances, or the operation of machinery. They include—though "hazards" may be too strong a word—the ordinary daily events that may develop health or safety difficulties on the job: Colds, lack of proper food or sleep, discomfort due to unsuitable clothing, the strangeness of the sights and sounds and smells of a factory, the awkwardness of handling new tools and going through new motions, unfamiliarity with the types of relationship set up in a shop. To acquaint the incoming woman with such of these factors as constitute health matters, and to show her how the nurse can help her to deal with them, is an important part in the induction program. The extent to which the woman is prepared for her job will have a good deal to do with how quickly and satisfactorily—to herself and to her employer—she can become integrated into the plant life.

Such work should be followed up in the day-to-day contacts with the women. Some of the ways in which this can be done are listed in the paragraphs following.

2. The knowledge gained by the nurse of plant conditions that need attention should be passed on to responsible management officials. This is especially necessary where there is no safety department or person specifically responsible for ferreting out unsafe or unhealthy conditions. It is necessary when, in their visits to the medical department, workers show signs of illness or injury arising from unsuspected sources—hitherto unexposed plant hazards.

The same thing can be said when the nurse has evidence that women are on jobs for which they are not physically suited, or which put an undue burden on their health and energy. She should be able to suggest transfers for health reasons when they seem necessary.

It is obvious that the working-out of this activity will vary with the structure of the medical department. If there is a physician only on call or only on part time, more of the responsibility for such action will fall on the nurse than if there is a full-time physician in the plant. Even in the latter case it will often happen that the nurse can learn directly from the workers their need for such aid. They will not always go to the physician for help; they may not be aware that they need it. Such cases can be brought to the physician's attention by the nurse, so that he can investigate more fully the condition of the worker and follow up with whatever action is appropriate.

3. In plants having a planned safety-and-health program, the nurse's understanding of and relationship with the women can be very helpful in dealing with problems calling for the cooperation of many departments and the working together of people with various functions, such as medical, safety, personnel, supervision, and training. Problems that arise in any of these fields very frequently have bearing on the others, and in order to integrate policy and action, conferences and discussions among the various people should be held. In such discussions the nurse can contribute to the understanding of the others the knowledge she has gained in her own field, and can show the workers' need for help on specific questions. It is important, for instance, for the safety engineer to know whether women find equipment difficult to manipulate for reasons of physical strength or size. The foreman should know which women in his department are especially

susceptible to dermatitis from a solvent used in some operation, so that he will assign less sensitive workers to that particular job. The personnel director should know that a general rundown condition is responsible for consistent absenteeism on the part of certain workers. Seldom are any of the factors affecting the health or efficiency of workers isolated from all other factors. Usually they are a combination of health, safety, supervision, and personnel, or at least of some of these. A free exchange of information about problems among those concerned with these various aspects of the plant functioning is necessary if fullest use is to be made of the special skills of each.

4. It is important to know the community resources in matters of health, in order to be able to refer the women to them as need arises. One of the most useful sources of aid and information is the industrial nursing consultant in the industrial hygiene division of the local department of public health or department of labor. About half the States have such service; and in the others the nurse can turn to the local medical association or nurses' organization to find out what can be done to aid the women in cases of specific health needs that go beyond the responsibilities of the plant medical department.

The appended list of industrial nursing consultants (p. 42) shows in which States such service is available. These consultants will discuss with industrial nurses the plant and the home-nursing problems that the women workers face, and will help either in dealing with them at the plant, if that is where they should be dealt with, or in finding the proper nursing, medical, or clinical help in the community for problems outside the jurisdiction of the plant medical department.

Other community agencies that it is important to know are the child-care, social welfare, and recreation services. The need to refer women to these services will, of course, vary considerably. Some of the factors that will determine this are: The kind of community in which the plant is situated, the relation of the plant to the community, and whether the women have recently come into the region to fill a labor need or are residents of long standing.

If there is a woman counselor in the plant, she will of course be the person to establish such community contacts for the women workers and advise them where they may receive help on their home problems. But where no woman counselor exists, the nurse is the logical person for the women to consult.

5. One of the ways in which the nurse can aid most fully in the plant-wide program is to encourage and take part in the various educational activities. Among these the following should be mentioned:

Health committees.—Safety committees made up in whole or in part of the workers are becoming more widely recognized as important in plant programs. Their value is twofold: First, they are extremely useful in creating and holding the interest of the workers in questions of safety; second, they give to plant management the benefit of the workers' ideas. Since the problems of safety closely concern the workers, because they are the ones who suffer when accident or illness occurs, their contribution to establishing a good record of safe practices can be considerable.

Health committees similar to such safety committees should be established. Because health problems in the plant are primarily the concern of the nurse, she can advocate and help to develop these committees and encourage the workers to participate in them. Women as well as men should be urged to take part in the work of the health committees. Women who have had no industrial experience will find this an excellent way of learning about the problems involved and what their own responsibility is. They also may be better able than men to bring out and to help in the solution of those health problems that most closely concern themselves.

Management, if not already agreed, should be induced to see the advantages of health committees as a technique for improving both the plant conditions and the workers' understanding of their own place in creating and keeping a high standard of health in the plant.

The plant paper.—A good medium for health propaganda is the plant paper. Articles on health, nutrition, safety, recreation, and exercise can keep these matters in the minds of the readers. Special series addressed to women workers can give information on the particular matters they are concerned with, such as food preparation, care of children, appropriate work clothing, and available community services for health and recreation. The nurse can supply many of the facts and ideas that go into such articles, or write them herself. Coming from her in her professional capacity, they probably would have special weight with the women who read them.

Leaflets, posters, pamphlets, and films.—References at the end of this study (p. 46) give sources for printed material in the form of leaflets and pamphlets carefully prepared to meet the needs of workers. Leaflets on food, for example, are designed to be easily read and to contain suggestions and recipes that are simple to follow. It is very important not to overburden the women, already beset by many responsibilities, with material which they have not the time, nor the energy, nor the interest, to use. But this material is not a burden, it is a time-saver.

Posters emphasizing simple health facts should be displayed on well-stationed bulletin boards. When safety or health committees are dealing with special problems over a period of time—a drive for the use of goggles, say, or care of colds, or eating well-balanced meals—posters covering these special subjects will add strength to the drive and will bring to the fore ideas to which workers are at the time particularly susceptible.

These are matters for which the nurse certainly will not be wholly responsible, but she can undertake to see that authentic health information is available and to bring out the information that deals specifically with the health problems confronting the workers in her particular plant. And if there is no one else with the drive and foresight to carry out such an educational program, it will amply repay effort on the nurse's part in terms of increased health-mindedness on the part of the workers.

State, County, and City Agencies That Offer Industrial Nursing Consultant Services

[As of May 1944]

California	Bureau of Industrial Health, California Dept. of Public Health, 2002 Acton St., Berkeley 2, Calif.
Los Angeles County	Division of Industrial Hygiene, Los Angeles County Health Dept., 808 N. Spring St., Los Angeles 12, Calif.
Los Angeles City	Division of Industrial Hygiene, Los Angeles City Dept. of Health, 116 Temple St., Los Angeles 12, Calif.
Connecticut	Bureau of Industrial Hygiene, Connecticut Dept. of Health, Hartford 1, Conn.
Georgia	Industrial Hygiene Service, Division of Preventable Diseases, Georgia Dept. of Public Health, Atlanta 3, Ga.
Illinois	Division of Industrial Hygiene, Illinois Dept. of Public Health, 1800 W. Fillmore St., Chicago 12, Ill.
Indiana	Bureau of Industrial Hygiene, Indiana Board of Health, 1098 W. Michigan St., Indianapolis 7, Ind.
Iowa	Division of Public Health, Engineering and Industrial Hygiene, Iowa Dept. of Health, Des Moines 19, Iowa.
Kansas	Division of Industrial Hygiene, Kansas Board of Health, 812 National Reserve Bldg., Topeka, Kans.
Massachusetts	Division of Occupational Hygiene, Massachusetts Dept. of Labor and Industries, 23 Joy St., Boston 14, Mass.
Michigan	Bureau of Industrial Hygiene, Michigan Dept. of Health, Lansing 4, Mich.
Mississippi	Division of Industrial Hygiene, Mississippi Board of Health, Jackson 113, Miss.
Missouri	Industrial Hygiene Section, Division of Public Health, Engineering and Industrial Hygiene, Missouri Board of Health, Jefferson City, Mo.
New Hampshire	Division of Industrial Hygiene, New Hampshire Board of Health, Concord, N. H.
New Jersey	Industrial Hygiene Service, New Jersey Dept. of Health, 637 Broad St. Bank Bldg., Trenton, N. J.
Newark City	Division of Industrial Hygiene, Newark City Dept. of Health, Plane and Williams Sts., Newark, N. J.
New York:	
Syracuse City	Division of Industrial Hygiene, New York Dept. of Labor, 766 Irving Ave., Syracuse, N. Y.
New York City	Industrial Hygiene Cooperative Unit, New York City Dept. of Health, 12–26 31st St., Long Island City 2, N. Y.

North Carolina	Division of Industrial Hygiene, North Carolina Board of Health, Raleigh, N. C.
Ohio	Industrial Hygiene Division, Ohio Dept. of Health, State Office Bldg., Columbus, Ohio.
Cincinnati	City Dept. of Health.
Oregon	Division of Industrial Hygiene, Oregon Board of Health, 410 Oregon Bldg., Portland 4, Oreg.
South Carolina	Division of Industrial Health, South Carolina Board of Health, Columbia 10, S. C.
Tennessee	Division of Preventable Diseases, Tennessee Dept. of Public Health, Nashville 3, Tenn.
Memphis	City Dept. of Health.
Texas	Industrial Hygiene Section, Bureau of Sanitary Engineering, Texas Board of Health, Austin 14, Tex.
Utah	Division of Industrial Hygiene, Utah Board of Health, Salt Lake City 3, Utah.
Vermont	Division of Tuberculosis and Industrial Hygiene, Vermont Dept. of Public Health, Burlington, Vt.
Washington	Division of Industrial Hygiene, Washington Dept. of Health, 1412 Smith Tower, Seattle 4, Wash.
West Virginia	Bureau of Industrial Hygiene, West Virginia Dept. of Health, 1584 Washington St., East, Charleston 1, W. Va.
Wisconsin	Industrial Hygiene Unit, Wisconsin Board of Health, State Office Bldg., Madison 2, Wisc.

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The following organizations have issued pamphlets on preparation of meals, home food plans, and nutrition education for workers:

General Electric Co., Schenectady, N. Y.
Metropolitan Life Insurance Co., Policyholders' Service Bureau, New York, N. Y.
Servel, Inc., Evansville, Ind.
Westinghouse Electric & Manufacturing Co., Mansfield, Ohio.

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OFFICE OF PRODUCTION MANAGEMENT

Labor Division

Immediate Release
June 9, 1941

PM 532

Statement by Sidney Hillman, Associate Director General, Office of Production Management, concerning situation at the plant of North American Aviation, Inc., Inglewood, California.

When a dispute arose between the management and workers of the North American Aviation, Inc., at Inglewood, California, the Labor Division of the Office of Production Management lent its offices to both parties, as it has done in countless other instances, in an attempt to achieve a settlement and thereby avert an interruption of production of vital defense materials. When we became aware that this dispute could not be settled by the parties through routine processes of collective bargaining, we joined in asking that this dispute be certified to the National Defense Mediation Board. However, it soon became apparent that we were dealing not with a genuine labor organization, but rather with an irresponsible group which had acquired certain key official positions in Local 683 and had embarked upon a course of outrageous defiance. From the first their conduct spelled defiance of the charter under which Local 683 operates as an affiliate of the United Automobile Workers of America. It is defiance of the duly constituted and responsible leadership of the United Automobile Workers of America. It is defiance of the duly constituted leadership of the Congress of Industrial Organizations, which has cooperated wholeheartedly in the defense program. It is defiance of the National Defense Mediation Board in its sincere effort to insure fair and equitable disposition of the demand of the North American workers for an increase in wages. It is defiance of the President of the United States and the United States Government in their determined effort to build a strong defense for this nation.

This defiance is a challenge that goes to the roots of the entire democratic system--and the efforts of this democracy to preserve itself. To such a challenge there can be only one answer--and that answer has been given in the form of the Presidential Executive Order issued this morning. The best interests of this nation--the best interests of labor--demand this course.

We are engaged in an all-out defense program to prevent the enslavement of free people and free labor. Workers realize that their survival as free human beings depends upon the victory of democracy. We, of the Labor Division, at all times have cooperated with bona fide labor organizations and have striven to safeguard labor's rights in this emergency. The President's statement, accompanying the issuance of his Executive Order, specifically preserves these rights. The President said: "Their (workers) fundamental rights as free citizens will be protected by the Government and negotiations will be conducted through the process of collective bargaining to reach a settlement fair and reasonable to the workers and to the company."

A small band of irresponsibles have arrogantly assumed the right to speak and act for North American workers---workers who are loyal, patriotic, and law abiding. This small band shall not be permitted to flout and betray the best interests of labor throughout the country. Their action must be regarded as contrary to the welfare and security of the nation and of labor. I, therefore, follow the President, in joining with the leadership of CIO and the United Automobile Workers, in calling upon the workers of the North American plant to return to their jobs at once. Neither the government nor responsible labor can or will be expected to tolerate interference with defense production by irresponsible and subversive groups irrespective of where they may be found.

WPB TO GIVE LABOR OPERATIONS TASKS

Reorganization of Industry Branches to Impose Definite Responsibility for First Time

AIM IS TO DECENTRALIZE

Advisory Committee Being S Up to Help in Execution of War Programs

By **LOUIS STARK**

Special to THE NEW YORK TIMES.

WASHINGTON, Nov. 3—Reorganization of industry branches of the War Production Board to giv labor, for the first time, definite responsibility for operations was made public today.

The reorganization is under the direction of Ferdinand Eberstadt, WPB Vice Chairman, and Ernest Kanzier, Director-General of Operations.

Heretofore, the Industry Branches of the WPB had their labor contacts through Wendell Lund, chief of the Labor Production Division. Under the new set-up the industry branches will be strengthened to enable them to handle the additional burdens placed on them by the Controlled Materials Plan announced yesterday.

Many of the functions of the Office of Director-General for Operations will be decentralized and assigned to the branches, making them responsible for all operation phases such as the execution of programs, policies and procedures established for the resources assigned to branches. Branches, however, will not be responsible for policy, planning, coordination and supervision phases.

Permanent connection with industry will be maintained through active industry advisory committees assigned to each branch. Claimant agencies—Army, Navy, Maritime Commission, Office of Civilian Supply, lend-lease—will assign permanent representatives to each branch.

Permanent connection with labor also will be maintained through representatives assigned to each branch.

It was reported that, so far as the labor representation is concerned, the beginning will be made by assignment of these men to the branches dealing with automotive equipment, iron and steel, sulphite and paper, and printing and publishing.

RB Robinson

A BRIEF DIGEST OF THE LABOR PRESS

August 22, 1945

> This digest has been prepared for the use of the WPB labor staff and other interested government officials. The excerpts selected reflect the opinion of the labor press, and neither the excerpts nor the selection represent the official opinion of WPB. We shall appreciate your comments or suggestions represent the official opinion of WPB. We shall appreciate your comments or suggestions. Our telephone is Republic 7500, Extension 73618. Ask for Malcka Stern.

LABOR'S ROLE IN THE WAR

LABOR (RRB) chalks up labor's part in the war, reminding us that the toil and sacrifices of unionists speeded victory. The list of labor's accomplishments includes: PRODUCTION: Munitions output was boosted 11-fold, from half a billion dollars a month to 5½ billion - greater than the rest of the world put together. General Marshall cited the record as "a miracle". TRANSPORTATION: Railroad workers did what "prophets of gloom" called "impossible". They carried a load double that of pre-war levels, though short of equipment and manpower. STRIKES: "Contrary to the campaign of abuse carried on against labor during the war, losses due to work stoppages averaged less than 1/10 of one per cent of time put in by the nation's workers on the job during the war. And even those insignificant losses were more than made up by toil on legal holidays." MANPOWER: Americans virtually scraped the bottom of the barrel to secure needed workers for industry and the armed forces. Millions of housewives took war jobs. Vast numbers of workers were provided through facilities of unions, which time and again sent members thousands of miles to break manpower bottlenecks, as, for example, in the gigantic atomic bomb project. PRODUCTIVITY: Efficiency of workers in munitions industries leaped 72 per cent during the war; on the railroads even more. ARMED FORCES: Three million union men entered the military service, including 300,000 from the railroads and a quarter million in the famous Seebees. Thousands of them gave their lives in battle.

RECONVERSION

"It is said the fruits of Victory are sweet, but we of the United States will have some bitter pills to swallow in the forthcoming months. The end of the war finds the nation totally unprepared with a program of full employment, unemployment compensation, and many other measures already proposed but not enacted to protect the economic welfare of the United States. We of the CIO must now start the 'Battle of the Home Front', to carry out the CIO program of full employment, adequate unemployment compensation during the reconversion period, to put the pressure on civilian production instead of war work, in short we must as a nation, RECONVERT NOW." DAYTON CIO NEWS

The CIO NEWS says that one million people were reported jobless 24 hours after Japan agreed to surrender. One government source estimated this week that ten million might be out of work by Christmas, confronting the nation with a crisis calling for bold, imaginative planning to avert disaster ... The American people did not fight this war for the privilege of standing in breadlines. They have the right to expect that American business - and if necessary, American government - will guarantee jobs to all those willing and able to work."

The UNION TIMES (AFL) Conn. warns that "depression is staring us in the face. The tomorrow that the leaders of organized labor have repeatedly warned was coming is here. It finds the United States totally unprepared to make good on President Roosevelt's promise of jobs for all and full production."

With Uncle Sam now facing the problems of peace, popping open what LABOR (RRB) describes as a veritable "Pandora's Box", President Truman has requested Congress to return to its job on September 5. According to Department of Labor figures, between seven and eight million will soon be out of jobs and in addition an early return to the 40-hour week without overtime, will cut earnings 14%. To illustrate the lack of interest of some "hard-boiled" employers in the welfare of their workers, LABOR reports that the Curtiss Wright Corporation "which has had contracts for more than five billion dollars worth of airplanes and which, of course, has piled up staggering profits, almost at the hour word came of Japan's readiness to quit, ... in the middle of a shift, closed down its sixteen plants, employing 150,000 men and women. Wages were paid for only the part of the day worked."

The GULF COAST NEWS DIGEST (CIO) Mobile, reports that the end of the war is not expected to bring great unemployment to Mobile. Work is expected to continue in ship repair for some time to come. Shipyard spokesmen are of the opinion that the future is bright for at least two years. The ALABAMA NEWS DIGEST (CIO) says that "this district's steel mills and their related fabricating plants, iron furnaces and coal mines, shared this week the optimism of the industry's trade publication, Iron Age, which stated that 'although chaotic conditions seem in the offing, reconversion holds no terrors'." Birmingham's mills expect to benefit principally from large orders for steel rail; sheets and shapes for railroad car construction; heavy shapes for long delayed private and public building projects; as well as lighter tonnage for a variety of civilian needs. Little time is expected to be consumed in converting local mills to this type of production, with consequent small reduction of employment.

Local 104 of the Farm Equipment and Metal Workers Union (CIO) charges that the East Moline Works of the International Harvester Company has destroyed by acetylene torch valuable tools which the company decided were not desired for use in other manufacture. Upon demands for explanation from union officials, the company stated that the tools had been scrapped by arrangement with the Ordance Department and the prime contractor. The union contends, however, that thousands of small manufacturers throughout the country would have been only too glad to buy the drills, reamers and taps, many of which were in their original wrappings and had never been used - not to speak of thousands of skilled workmen throughout the country who have been unable to buy enough precision tools to carry on their trade. FE NEWS (CIO)

LEGISLATION

Labor would like to have Congress act on legislation which would provide unemployment benefits of $25 a week for at least 26 weeks for all unemployed, including discharged war veterans; a single administrator to speed disposal of about 100 billion dollars worth of surplus property; passage of the Murray Full Employment Bill; passage of the Pepper-Mead-Thomas bill which would raise the present 40- cent hourly minimum wage to 65 cents; the Wagner-Ellender housing bill which would provide one million new low cost homes a year for the next ten years and would furnish thousands of jobs for building and construction trades workers; the Wagner-Murray-Dingell social security bill to provide a national unemployment insurance system on a permanent basis, raise social security standards and provide a nation-wide health insurance program; the Hill-Burton bill to appropriate 100 million dollars a year for the construction of health centers, hospitals, schools, libraries, community centers, roads, airports, and other public works; the Murray bill for a Missouri Valley Authority and the Mitchell bill for a Columbia Valley Authority, which would create huge power projects similar to TVA; and the Norton bill for a permanent FEPC to help preserve the gains minority groups have made in industry during the war. THE UNION TIMES (AFL) Connecticut.

INDUSTRIAL RELATIONS

The WISCONSIN CIO NEWS regards with much skepticism Senator Vandenberg's proposal for a labor-management conference to plan industrial peace. Admitting that a labor-management conference on a nation-wide scope would be a magnificent first step toward building national unity for the post-war period, the editorial warns that "labor would be extremely short sighted if it threw itself into this type of an effort without first getting a guarantee that the organization would not be used to wipe out all the gains that labor has made over the past decade."

The FLINT WEEKLY REVIEW (CIO) and THE CLEVELAND CITIZEN (AFL) report widespread labor protests as the result of certain military maneuvers in Toledo when 350 helmeted military policemen with bayonets in place arrived at Scott Park "to solve a problem" of removing "snipers" from the old Toledo University Building located in the park. THE CLEVELAND CITIZEN notes: "The peculiar thing was that the troops .... did not refer to the 'snipers' as snipers, but as 'strikers' and as the proceeding wore on, it became obvious that the soldiers were not being trained for war duties, but for strike breaking."

THE BREWERY WORKER (Ind.) reports that the Southern Tenant Farmers Union has launched a campaign to raise the standard of living for farm laborers to one-fourth that of the average family. President H. L. Mitchell announced that his organization will seek an income of $625 a year for all farm labor in the cotton-producing South.

HEALTH AND SAFETY

OWI reports that though America suffered heavy losses on the fighting fronts during the three years and nine months since Pearl Harbor, the toll of casualties arising from accidents on the home front was much greater. Among industrial workers alone, last year, over 15,900 were killed on the job, while 2,230,000 were injured. According to OWI, much of this toll, which has made the home front more dangerous than the fighting fronts - could have been avoided had industry provided safer working conditions and had workers been more careful. LABOR (RRB)

The UNITED MINE WORKERS JOURNAL (Ind.) reports that Dr. Elizabeth Hayes, who resigned in July as company doctor with the Shawmut Mining Company, St. Marys, Pa., in protest over the company's refusal to afford workers sanitary housing, has scored a "partial" victory in her fight for decent sewage conditions in the villages of Force, Byrnedale and Hollywood, Pa. The company had scoffed at Dr. Hayes' reports of water contamination, and only after state authorities had confirmed her findings, would the company agree to a partial clean-up program.

The CIO NEWS presents a picture page of workers dining in cafeterias under the in-plant feeding plan, which grew tremendously during the war under the auspices of the War Food Administration's Industrial Feeding Division. Today nine million workers in every type of industry are getting food on the job.

VETERANS

Congressmen Melvin Price and William J. Green, Jr., ~~former~~ World War II veterans, in an article in the AMERICAN FEDERATIONIST (AFL), "Veterans Need Strong Unions", discuss the various bills presented in Congress aimed at benefiting the veteran. They state, however, that "as is often the case, a few of the measures introduced are not predicated upon honestly aiding the beneficiary but are aimed at accomplishing the individual purpose of those sponsoring the legislation. The amendment to the GI Bill of Rights that would exclude the necessity for a veteran joining the union, in an establishment wherein there is an agreement between the union and the company, offered by Mr. Rankin of Mississippi, we feel is not a proper approach to rehabilitating our veterans. This measure, if enacted, would tend to do a grave injustice to the veterans and the home front war workers. This catch-all bill, which is designed to weaken labor unions, would remove the most positive means presently available for readjusting the veteran to his job. The union hall is a common meeting ground where labor and veterans' questions can be ironed out. To weaken the organic structure of these unions would remove the strongest assurance the veterans have of fair employment when the war is over."

MISCELLANEOUS

California papers are rejoicing in the second defeat of the deMille amendment to the State Constitution, which was prepared to prohibit labor unions from levying any assessment on their membership. This time the measure failed to qualify for the 1946 general election ballot.

The WISCONSION CIO NEWS reports that labor in Milwaukee will march on Labor Day for the first time in many years. The CIO will hold a huge, all day demonstration on September 3 to dramatize the biggest issue before the American people as the war ends - JOBS.

The United Automobiel Workers (CIO) has issued a leaflet "Ten Years Progress of the UAW-CIO. Membership grew from 30,000 in 1935 to 1,250,000 in 1945.

A BRIEF DIGEST OF THE LABOR PRESS RSD

July 31, 1945

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RECONVERSION, POSTWAR, MANPOWER

The labor press is loud in its disapproval of the Congressional recess. An editorial in the UNION TIMES (AFL) Conn., criticizes Congress for "going on strike" - a strike which "didn't make half the headlines that labor strikes did". Reason: because of the recess, four bills of vital importance to labor will not be acted upon until late Fall. (1) The Murray Full Employment Bill; (2) The Murray-Wagner-Dingell Bill for expanded social security; (3) The Unemployment Compensation Bill; (4) The bill to establish 65 cents an hour as the minimum wage.

The CIO NEWS discusses the recent report of the Pepper Committee which reveals that more than 17 million workers earn less than 65 cents an hour. The CIO NEWS also discloses that before adjourning, Congress "rushed through a bill to give profit takers five billion dollars in direct tax relief to improve the cash position of business enterprises."

Thousands of CIO unionists, reports the CIO NEWS, gathered together in Detroit's Cadillac Square to protest recent layoffs and the lowering of wages in the reconversion period. UAW-CIO President Thomas addressed the rally and charged the automobile companies with being on strike against the union. "The automobile companies," he said, "have asked OPA for a 25 percent increase in prices, based on increased operating costs and wages. New production systems developed during the war have increased efficiency enough to balance any increase in the costs of material and we all know what wages mean now. They are merely on strike against our union and they are trying everything they know to provoke us into strikes. They can strike all they want to, but they are not going to trick me into calling a strike. Our problem is jobs and I have never seen anybody settle an unemployment question by adding more unemployment to it."

An LPA dispatch to the CLEVELAND UNION LEADER (CIO) discloses that at the same time that WPB officials are admitting that not a single Detroit plant is yet turning out any passenger cars, with the exception of 12 cars a day at the Ford River Rouge plant, British peacetime autos (Austins at $1600) are arriving in New York ready for sale. The ability of the British to come in with the first new cars was attributed by one labor leader as "an outrageous illustration of the failure of WPB and industry to advance any orderly reconversion plan." WPB, he claims, has made no estimate of the number of airplane or former auto plants that are now standing idle and could be thrown into production of passenger cars. The article says that "the clinching irony was the Austin dealer's announcement in New York that the British cars are not subject to priority nor price ceilings."

MINNESOTA LABOR (CIO) calls WPB Chairman Krug and Fred M. Vinson (acting in his previous role as Director of War Mobilization and Reconversion) "The Sunshine Boys." The paper states that Mr. Krug while visiting in the Twin Cities last week, "exuded optimism" in his declaration that there will be little unemployment before V-J Day, "but after that we'll have to move fast." "Vinson and Krug", the article continues, "are attempting to soft soap the problem of reconversion and it cannot be done. The same kind of care and planning that went into mobilizing all our resources for the war must be turned toward the problem of placing the country on a peacetime basis without any serious dislocations. The government, despite its spokesmen, cannot shirk this duty".........."We cannot afford to wait for V-J Day."

Colonel J. Monroe Johnson, Director of the Office of Defense Transportation, testifying before the Mead Committee, squarely placed the blame for the present transportation crisis upon the Army. LABOR (RRB) reports that "shocked by Johnson's disclosures, Senator Mead immediately sent investigators to the War Department and other government agencies to see what can be done to get thousands of railroad workers out of the Army and back on the job." Johnson declared that Army authorities completely failed to notify him of transportation needs. An editorial in the trade journal, Railway Age, corroborates Johnson's charges that adequate accommodations are lacking for troop movements and that the responsibility rests upon top management in government, not upon the railroads or O.D.T.

OPA

LABOR (RRB) reports that Senator Wayne Morse holds OPA responsible for the meat shortage. He contends that OPA is "playing the game of the packers who are working a squeeze play on farmers." With restaurant after restaurant in war industry areas forced to shut down because they are unable to obtain enough red points, the Senator added: "It is a pretty sad state of affairs if we have reached the point where bureaucratic stubborness is making it impossible for war centers to keep open restaurants to supply workers with food. I do not know of any problem the Senate faces that could be more critical." Senator Burton K. Wheeler agreed with Senator Morse, stating that in his opinion "what the OPA needs is a housecleaning from top to bottom."

"Pity the poor housewife", says LABOR (RRB). "OPA boosts prices on textiles but quality continues to deteriorate." It has authorized retailers to revise their price tags upward from 6 to 12%. Consumers' Union (a cooperative research organization) is quoted: "Trash any self respecting manufacturer would have refused to touch in 1940 now commands luxury prices in the stores... OPA is simply letting inflation in through the back door while it guards the front."

The CIO NEWS reports that the OPA labor policy committee, representing the CIO, the AFL and the Railroad Brotherhoods, this week charged that the OPA plan for removal of price ceilings was created to "appease" anti-price control interests and would freeze wages. Stabilization Director Davis has issued a directive putting the plan in operation. Under the directive, Mr. Davis will "no longer review OPA removal of price ceilings on commodities which OPA believes do not significantly affect the cost of living," the committee declared. The committee further asserted that there will be no suspension or exemption of prices of commodities listed in the BLS cost of living index, used by the WLB to determine whether wages should rise. "The plan will allow the cost of living to rise, but not the cost of living index," the committee charged. "The index will continue to serve as a freeze on wages."

In a letter to Senator Wagner (who has been asked to intercede with OPA on behalf of the union), THE HAT WORKER, (AFL) expresses dissatisfaction with the present OPA ban on "dressed-up" hats. The Maximum Average Price, the Hat Workers Union contends, "only encourages women to go bare-headed and will undo all the work which has been done up to this time to discourage hatlessness." If the ban continues another three months, the union fears that a large segment of the industry will be forced out of business.

WAR LABOR BOARD

THE WEEKLY NEWS LETTER OF THE CALIFORNIA STATE FEDERATION OF LABOR reports that the AFL in California is impatiently awaiting public verification of reported forthcoming changes in WLB policy with respect to the Little Steel Formula. The State Federation of Labor, "anticipating many of the serious knots that have to be unraveled on the whole question of wage policy," passed a resolution requesting that all wage rates negotiated between labor and management, which do not entail a price increase, should be permitted to be consummated without approval of the War Labor Board.

A writer in KENOSHA LABOR (AFL-CIO) says an investigation ought to be made of the WLB to find out and report to the people how many employees have quit the WLB to take positions with industry. "We believe such an investigation would go a long way to explain some decisions (and some delays) of the WLB and would show why labor places no trust in the WLB."

According to LABOR (RRB), the University of Illinois has adopted a model labor relations policy, highlighted by a statement that "the university recognizes the principle of collective bargaining and that it will negotiate with any organization which shows it represents more than 50 percent of the employees in the appropriate collective bargaining unit." The plan, LABOR further states, contains machinery for unusually rapid disposition of grievances and many other progressive features, including a system of seniority rights.

The Florida ban on the union shop has been upset by the National War Labor Board in an important test case. The National Board upheld a maintenance of union membership directive from the Regional WLB at Atlanta in a case involving three AFL unions at the Port St. Joe (Florida) paper mill. In its decision, the National WLB held that the War Labor Disputes Act is supreme when in conflict with either a state law or a state constitution. (AFL WEEKLY NEWS SERVICE)

Veterans As an illustration of the industrial chaos resulting from application of Selective Service's super-seniority theory, the CIO NEWS reports a case before the WLB arising from the displacement of a World War I veteran in his job by a World War II veteran. The situation arose at the Mishawaka, Indiana plant of the U. S. Rubber Company. The company refused to arbitrate the matter and the Rubber Workers Union (CIO) referred the case to the WLB as a dispute, threatening interruption of war production.

Industrial Health and Safety An editorial in the ST. LOUIS LABOR TRIBUNE (AFL) expresses hearty approval of the recent bill introduced in the Senate which would provide five million dollars federal aid to state labor departments to assist them in establishing safer working conditions in industry.

MISCELLANEOUS

The first issue of the new labor magazine called "Labor and the Nation" is now being distributed. Edited by J. B. S. Hardman, formerly editor of the ADVANCE (Amalgamated Clothing Workers Journal), the magazine proposes "to perform the two way task of interpreting the labor union movement to those outside it, and to present to the labor field a continuous study of national life in all its manifestations - political, economic, cultural."

The AFL is about to launch a new weekly magazine supplement in color, to be distributed free with labor papers throughout the country. The magazine to be known as NOW will be "inspirational, rational, devoid of partisanship and devoted entirely to information and entertainment." LABOR LEADER (AFL) San Diego

LABOR (RRB) is disturbed over the tendency of newspapers to acquire radio stations and thinks Congress should do something about it. It calls attention to the Washington Post announcement of its recent acquisition of a second radio station in the nation's capital. Another local station is owned by the Washington Star.

The first B-29 crewman to receive the Congressional Medal of Honor is Staff Sergeant Henry Erwin of Bessemer, Alabama, member of Open Hearth Local 1013, United Steelworkers of America (CIO). BIRMINGHAM NEWS DIGEST (CIO) [illegible] ~~300~~ ~~[illegible]~~

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A BRIEF DIGEST OF THE LABOR PRESS

July 24, 1945

This digest has been prepared for the use of the WPB labor staff and other interested government officials. The excerpts selected reflect the opinion of the labor press, and neither the excerpts nor the selection represent the official opinion of the WPB. We shall appreciate your comments or suggestions. Our telephone is Republic 7500, Extension 73618. Ask for Malcka Stern.

RECONVERSION AND CUTBACKS

An editorial in KENOSHA LABOR (AFL-CIO), inspired by the plight of thousands of Kenosha workers being and about to be laid off, predicts a dark future for the workers of the entire nation. Congress, the paper notes, is doing "little, very little" about it. The editorial calls attention to the languishing unemployment compensation and full employment bills and concludes that many men in Congress do not want either a full employment law or full employment. Far from having accomplished anything "constructive" for labor, the articles charges, "what some members of Congress want to do for labor (we should say TO labor) is to take away the right to strike, the right to majority rule in determining collective bargaining agencies, the protections against use of injunction in the Norris La Guardia act, and many other protections won since 1932. That is what Senators, Ball, Burton and Hatch want to do. And these men, save the mark, have been called liberal."

DISTRICT 50 NEWS (United Mine Workers - Ind.) in the same vein, says that "Organized labor as spokesman for the millions of men and women in the nation's war plants is at a vital cross roads. It faces a severe challenge which it must answer strongly, or suffer a crushing defeat." The editorial cites the mounting unemployment due to cutbacks; the "snail's pace" progress of reconversion; the "dawdling" of Congress over the issue of unemployment compensation while protecting industry with special tax rebates; "the endless red tape" of the WLB and other federal agencies and the rebellion of the workers against the no-strike pledge which, the editorial claims, was flouted by the government when the WLB adopted the Little Steel Formula, and by industry in its "covert" backing of the Smith-Connolly Act and the current Burton, Ball and Hatch bill in Congress. And CIO and AFL leaders are accused of following a "do-nothing" policy, issuing "pious statements" and "publishing pamphlets by the ton". The editorial concludes: "Current developments mark the definite ending of an era in labor relations. The policies that have prevailed since 1940 are about washed up and it is time for a thorough re-examination by labor of its status, basic policy and leaders."

ST. LOUIS LABOR TRIBUNE (AFL) takes comfort in the announcement that the War Department will immediately convert some of its buildings at the giant St. Louis Ordnance plant into a War Department Archive after it stops production of small arms ammunition on August 3. The building will be used to house its vast collection of files and vital statistical records of veterans of the first and second World Wars. It is expected that this will provide between 6,000 and 8,000 permanent civil service jobs.

An LPA dispatch, however, in the same paper reports that the nearest solution to the cutback problem found by any government agency was disclosed last week by Selective Service, which ordered its 6500 local boards to draft war workers under 30 who have been disemployed by cutbacks. As for WPB, "its solution of the reconversion and cutback problem has amounted to nothing more than lifting controls on industry while wage controls remain intact".

According to the Department of Labor's latest monthly report on labor turnover, the layoff rate was the highest since June, 1942. LABOR (RRB)

The Executive Board of the CIO, meeting last week, unanimously voted for a nation-wide drive on Congress as a whole and on individual Congressmen, to put through a CIO program for full production, full employment and emergency unemployment insurance legislation. President Truman was called upon to move immediately to revise national wage policy and to confer upon the WLB the necessary authority to make wage adjustments which would eliminate substandard wages below 65 cents an hour and "assure a continued high level of purchasing power". UE NEWS (CIO)

THE LABOR HERALD (CIO) California issues a supplement entitled, "California Faces Future," which is devoted to a discussion of reconversion and postwar problems. Claiming that the present drift is "toward chaos and disaster" and that war changes have hit hardest in California, prompt and decisive action is urged. Recommendations include: a campaign for the establishment of a western office of War Mobilization and Reconversion; a fight for the continued operation of basic steel mills at Geneva, Utah, and Fontana, California; intensification of the drive for a guaranteed annual wage; and an increase of at least 20 per cent in basic wage rates.

INDUSTRIAL RELATIONS, WAR LABOR BOARD, OPA

LABOR (RRB) states that the Little Steel formula and the way it has been administered by the WLB were "raked over the coals" this week in a significant report issued by a subcommittee of the Senate Committee on Labor and Education. This wage freeze, the committee emphatically declared, has kept millions of Americans on the verge of starvation, while the WLB's policy of "hesitation and irresolution" has completely disregarded human needs. The committee urged that the WLB be authorized to increase wages to a 65 cents an hour minimum to correct substandard conditions, and that Congress revamp the Wage and Hour Act by raising the minimum wage to 75 cents an hour and increasing its coverage.

THE LABOR HERALD (CIO) California and many other labor papers report that a steel shipment to Franco Spain was halted after a protest by CIO President Philip Murray. Mr. Murray sent a "scorching" statement to War Mobilizer Vinson stating: "Obviously a corporation can make more money supplying steel to the enemies of the American people than selling it under price control to our own railroads." Mr. Murray emphasized the need for WPB to use its powers to effectutate "a transition into a prosperous economy" ...."We insist that WPB should not turn everything loose for those whose chief interest is quick personal and corporate profits."

AFL WEEKLY NEWS SERVICE reports that in a nation-wide broadcast, President William Green offered a three-point program to correct causes of recent strikes: (1) restoration of free collective bargaining so that hourly wage rates can be lifted where no price increases will result, to make up for loss of overtime pay and permit workers to meet high living costs without causing inflation; (2) raising minimum wage rates to 72 cents an hour, which would permit a minimum weekly wage of $28 before taxes (and no American family can get along on less at present day prices, said Mr. Green); and (3) immediate enactment by Congress of the Truman unemployment compensation plan under which the Federal government will supplement state funds so that jobless workers with families will receive as much as $25 a week in unemployment insurance for 26 weeks. Mr. Green took the newspapers to task for building up strike scares and ignoring the great majority who stick to the job.

Commenting on the scare headlines appearing in the press on "strike waves," the CIO NEWS quotes Department of Labor statistics as proof that American workers who stayed on the job on July 4 more than made up for all time lost through strikes and employers' lockouts since Pearl Harbor.

A recent speech by War Labor Board Chairman Taylor before the Chicago Association of Commerce has drawn fire from the labor press. According to AERO NEWS (AFL), California, Chicago employers, "acting on advice freely handed out by Chairman Taylor (in this speech) are attempting to use a downgrading device to provide themselves with plenty of cheap labor. The device is very simple. All an employer has to do is to reclassify his employes downward, lay off the workers in the high wage brackets and rehire them at the lower, minimum rate."

An LPA dispatch to the GULF COAST NEWS DIGEST (CIO) discloses, that the CIO's United Railroad Workers registered their largest victory to date last week when the National Mediation Board announced that they had won an election on the Santa Fe Railroad. Next big test, of the young CIO organization, the dispatch states, is an election among the 70,000 Pennsylvania Railroad employes. A "tacit" understanding exists, the dispatch further states, that the CIO will not raid the established railroad brotherhoods.

TEXTILE CHALLENGER (AFL) announces that after two years of disagreement and legal disputes between the American Enka Corporation and the United Textile Workers (AFL) an agreement has been reached between management and the union which gains for Enka workers wage increases amounting to over $300,000 a year. As a result of the agreement the army, which had seized the plant four months ago, has moved out.

JUSTICE (ILGWU-AFL) says Harry Hopkins' new job as impartial chairman of the New York women's coat and suit industry is basically the same as the one he left with the government. It is trouble shooting in a different key and "involves a task of coordinating human and economic factors, of reconciling group interests and - frequently countercurrents - in an industry to which stability and progress have come after several decades of gradual upsurge from the lower depths".

STEEL LABOR (CIO) presents documentary proof that "with all the bluster of John L. Lewis - plus his strikes - he has not won as much in actual benefits for his union as Phil Murray, who stuck strictly to the no-strike pledge and used government machinery."

Congresswoman Chase Going Woodhouse, in the UNION TIMES, (AFL) Connecticut, outlines in detail the so-called "equal rights " amendment which she claims endangers needed and hard-earned legislation. She says that women in industry still need protective legislation and "let's have equal rights and all our past gains too."

Health and Safety MINNESOTA LABOR (CIO) reports that "in a case of exceptional importance to labor, the State Supreme Court has ruled that section of the occupational disease law which provides a medical panel to decide whether or not an employe had developed an occupational disease as unconstitutional." The paper claims that before this decision, all occupational diseases had to be referred to this panel composed entirely of employer and insurance company doctors "who in most cases denied the employe relief."

MISCELLANEOUS

The labor press throughout the country views with much interest and enthusiasm the plans of Secretary of Labor Schwellenbach to reorganize the Labor Department. Both the AFL WEEKLY NEWS SERVICE and LABOR (RRB) comment on the conferences held with labor leaders to obtain their ideas on needed changes. LABOR (RRB) states "Labor Chiefs who conferred with him declared they were favorably impressed with the vigor and frankness Schwellenbach has shown since he took over the department and with the sympathetic consideration he has given to their suggestions. They felt confident he would do a good job."

TRADE UNION COURIER, (AFL), New Jersey, says that A. Philip Randolph, President of the Brotherhood of Sleeping Car Porters (AFL), is being discussed as a possible Assistant Secretary of Labor.

Bernard Seaman, labor cartoonist and art consultant for WPB, has been given the top award in his division in the annual citation by the GUILD REPORTER (CIO), publication of the American Newspaper Guild.

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A BRIEF DIGEST OF THE LABOR PRESS

July 17, 1945

This digest has been prepared for the use of the WPB labor staff and other interested government officials. The excerpts selected reflect the opinion of the labor press, and neither the excerpts nor the selection represent the official opinion of the WPB. We shall appreciate your comments or suggestions. Our telephone is Republic 7500, Extension 73618. Ask for Malcka Stern.

RECONVERSION AND CUTBACKS

Bradford Carter in the SHIPYARD WORKER (CIO), writes an open letter to President Truman. He contends that "cussedness" on the part of the workers is not to blame for the outbreak of strikes all over the country. "One word", says Mr. Carter, "tells the story - fear. Fear that millions of workers all over the land will be walking the streets again looking for jobs and not finding them. Workers are highly resentful of the inequitable way they have been treated. Nothing has been left undone to make the return of the business man to peacetime production as comfortable as possible. Renegotiation allowances, carry-back provisions in the tax laws, and generous contract termination terms are the ways in which our government is solicitously taking care of the interests of business. Compare this with the shabby treatment the workers have received.....What is wanted, Mr. President, is a program for full employment, and then vigorous action on the part of your administration to make the program meaningful."

AFL Economist Boris Shishkin, writing in the AMERICAN FEDERATIONIST (AFL) on "Chaos or Common Sense", likens the attitude of the WPB toward reconversion to a fire marshal who gets up on the stage of a theater packed with people and shouts: "The show is half over! Run, do not walk, to the nearest exit. And the more people you jostle and trample, the happier everybody will be!" Mr. Shishkin continues:- "Labor abhors compulsion and control. But it is labor's view that if, while scarcities persist, a scramble is permitted, not only would reconversion be long delayed, but the stability of our economy would be so greatly undermined that the return to chronic unemployment would become inevitable."

After long and unexplained delays, says the AFL WEEKLY NEWS SERVICE, Chairman Robert L. Doughton of the House Ways and Means Committee finally introduced "by request" the Administration's bill to liberalize unemployment compensation benefits during the reconversion period. "In contrast to the lack of enthusiasm displayed by Congressional leaders toward President Truman's demands for meeting human needs during reconversion was the speed with which they have rushed passage of legislation giving corporations tax refunds to solve the reconversion headaches of big business."

The army's sudden cancellation of its contract with the local Kenosha Brass Company plant resulted recently in the dismissal without warning of 700 employees. Protest against this action climaxed the discussion last week of problems involved in reconversion by Trades and Labor council delegates, reports KENOSHA LABOR (AFL-CIO). Copies of the protest motion were sent to the Army Ordnance Division and the War Production Board.

An LPA dispatch to the ST. LOUIS LABOR TRIBUNE (AFL), reprinted in many other labor papers, gives a digest of an article appearing in the ECONOMIC OUTLOOK (CIO) which reports that the 95 million dollar Willow Run plant is now becoming a "cobweb" town. "Nobody wants the factory that produced almost 9000 Liberators... Nobody wants the more than 20,000 human beings who go with the plant, too - over 100,000 if you count the workers in plants which supplied Willow Run." Pointing out that there are 15 to 20 billion dollars worth of plants like Willow Run available, the OUTLOOK continues: "Yet we have no assurance whatsoever that these plants will be used. They may well stand as huge monuments to the shortsightedness of our time which refused to plan for a bountiful future. The people who paid for them may well stand, jobless, outside their gates, waiting in vain for them to open."

The CIO NEWS and the UE NEWS (CIO) both report that the St. Louis Mayor's Committee, consisting of representatives of the AFL, the CIO and the Chamber of Commerce, sent a delegation to Washington this week to see what could be done about loosening controls for civilian production in St. Louis where cutbacks on primary war contracts will affect 45,000 workers by fall.

Local 18 of the CIO Marine and Shipbuilding Workers Union has suggested that the shipbuilding facilities of the Alabama Dry Dock and Shipbuilding Company be converted to ship repair, thus providing continued jobs for many workers now engaged on ship construction who otherwise will soon face unemployment. GULF COAST NEWS DIGEST (CIO) Mobile

LABOR RELATIONS AND STABILIZATION

LABOR (RRB) reports that organized labor this week put steam behind its drive for immediate wage increases. Its campaign was bolstered not only by Mr. Vinson's recent report, which stressed the need of higher earnings to maintain purchasing power, but also by a War Labor Board report which disclosed that of nearly 36,000 "voluntary" applications for wage increases, which had been approved by the WLB, only a fraction of 1 percent led to price increases.

LABOR'S MONTHLY SURVEY (AFL) discloses that workers' productivity over a 21 month period during the war rose 47% in munitions alone. Since wages were frozen, however, it is pointed out, none of that gain in productivity benefited labor. "What became of the money the workers earned bud did not receive? It went to industry in high profits".--Profits rose 355% from 1939 to 1944.--"What more convincing proof could there be than these profit figures to show that American workers have vastly increased their production of wealth, that they have earned a wage increase that has been denied them, and that in general industry is able to pay it without raising prices?" This is the time, the SURVEY contends, when pay is being cut back, and while industry needs the buying power of the workers for industry to pay back to the workers their rightful share of these profits. The SURVEY suggests also a 72 cents-an-hour minimum wage be laid down by the WLB as essential for bare subsistence.

From an editorial in THE UNION TIMES (AFL), Connecticut: "It is high time to end once and for all the fiction that wage increases of necessity bring price increases. It is time to remember that from 1929 to 1940 average hourly earnings of factory workers rose 13%, while wholesale prices of the goods they made actually declined 14%. Prices declined while wages rose! This was accomplished by collective bargaining and increased productivity. It can be done again. It is the genius of America."

An LPA dispatch to KENOSHA LABOR (AFL-CIO) reports that UAW-CIO Vice President Walter Reuther has submitted a brief to the War Labor Board presenting proof that wages can be raised immediately without raising prices. He gave three specific reasons: (1) Corporate wartime net profits now provide American industry with reserves equal to 15 years of normal pre-war profits; (2) War bond savings in the hands of American consumers are greatly exaggerated and only a substantial wage increase can maintain purchasing power in the months and years ahead; (3) The War Labor Board and OPA are operating on a double standard. Despite rising living costs, wage controls are being tightly maintained, while price increases have been granted on flimsy or no evidence whatever. Reuther declared that "current government policy discourages the possibility of a Henry Ford - or any other company - announcing he will produce cars in the postwar period at their pre-war prices. For the automobile corporations are presented with a government guarantee that they can operate at a profit of 60 per cent with higher prices and frozen wages."

THE GUILD REPORTER (CIO) reveals that headlined by a strike of 1700 members of the independent Paper and Mail Deliverers Union which has tied up delivery of 14 New York dailies, the dissatisfaction of press and independent union employes with War Labor Board policies affecting newspapers is being evidenced by a serious outbreak of strikes. Current strikes have tied up newspapers in New York, Fort Wayne, Ind., Jersey City and Bayonne, N. J., with another tie-up threatened in St. Louis.

According to LABOR (RRB) strikes "slumped again during the last week and as a result newspapers found themselves hard put in efforts to stir up a hysteria against labor over work stoppages. When LABOR went to press on Wednesday, the papers were able to add up a total of only 40,000 workers out on strike, about 8/100 of 1% of the 53 million actually employed throughout the nation". One of the "toughest" walkouts, LABOR reports, was that of Goodyear's in Akron which ended when President Truman ordered seizure of the plant.

The CIO NEWS features photographs of National Maritime Union (CIO) members picketing War Shipping Administration offices, in protest against the refusal of War Mobilizer Director Davis to review a slash in wartime bonuses, effective July 15. WLB hearings are scheduled to be held July 19 and 20. THE PILOT (NMU-CIO) expressing approval of the recent Senate appropriation to the BLS, states: "The NMU is vitally interested in this appropriation for the BLS figures will prove an excellent base upon which to fight for better wages and conditions. Any cut in budget would have seriously hampered the continuous work study and especially the survey of employment and wages in the maritime industry currently undertaken".

LABOR (RRB) reports that a subcommittee of the House Naval Affairs Committee has accused "America's biggest industrial employer, the Navy Department, of maintaining far more backward labor relations among its 750,000 civilian workers than private industry". President Alifas of the AFL District 44 Machinists Union, which includes I.A.M. members in government service, declared that the subcommittee's arraignment was in large measure justified.

THE GULF COAST DIGEST (CIO), Birmingham, publishes a photograph of the union presidents of the CIO and AFL in Kenosha, Wisconsin, marching shoulder to shoulder in a joint picket line in front of the F. W. Woolworth store. The AFL Retail Clerks Union is attempting to organize the store. "For many years", states the paper, "Kenosha has had a nationwide reputation for joint action in the community by organized labor. KENOSHA LABOR (AFL-CIO) reports that successful negotiations have been completed at two of the local variety stores in Kenosha, but that picketing at Woolworth's still continues.

The largest back-pay settlement ever made to workers in the history of Syracuse, says the UNITED AUTOMOBILE WORKER (CIO) - checks totaling over half a million dollars, was paid to the women workers at GM's Brown Lipe Chapin division. A War Labor Board decision which ruled out the company's policy of discrimination against women workers established that there should be "equal pay for equal work" for women engaged in comparable male occupations.

The annual report just released by the National Labor Relations Board discloses a 15% upturn in the number of cases charging unfair labor practices by employers. This appears to indicate, according to NLRB spokesmen, says the AFL WEEKLY NEWS SERVICE, that some employers are once again embarked on a "union-busting" campaign.

MISCELLANEOUS

For the first time since 1881 the AFL will miss its annual convention due to the official ban on conventions requiring the attendance of more than fifty delegates-AFL WEEKLY NEWS SERVICE.....UAW-CIO President R. J. Thomas, in the UNITED AUTOMOBILE WORKER, requests every local in the international union to send ODT a "dignified but firm request" that the UAW be permitted to hold its scheduled annual convention.....An LPA dispatch to the SEAFARERS LOG (AFL) reports that AFL Central Labor unions and their affiliates are becoming increasingly incensed at the failure of the War Department to repatriate Axis prisoners of war whose employment in several sections of the country is threatening to undermine union wage standards.....Children's Bureau inspectors have been most vigilant in bringing to justice violators of child labor laws in Chicago, reports THE UNION (AFL) Indianapolis, and the LABOR NEWS (AFL) Mass., reports fines assessed against six New England firms for child labor violations......Ellery Foster of the WPB Office of Manpower Requirements continues his series of articles in the INTERNATIONAL WOODWORKER (CIO) on the "New Age of Wood".

/

~~Rm 311~~ ~~Doughton~~
Robinson
~~Nyenander~~

A BRIEF DIGEST OF THE LABOR PRESS

July 10, 1945

> This digest has been prepared for the use of the WPB labor staff and other interested government officials. The excerpts selected reflect the opinion of the labor press, and neither the excerpts nor the selection represent the official opinion of the WPB. We shall appreciate your comments or suggestions. Our telephone is Republic 7500, Extension 73618. Ask for Malcka Stern.

The storm of protest in the labor press, over the Hatch-Burton-Ball bill has not subsided. Such headlines as "measure would reward worker with shackles" from the LABOR BEACON (AFL) Indiana, "Unions face vicious new control bills", MIDWEST LABOR WORLD (CIO) St. Louis, "Straitjacket proposed for nation's workers", DETROIT LABOR NEWS (AFL) denote the reaction of labor to the bill. The MINNESOTA UNION ADVOCATE (AFL) quotes no less an authority on labor relations than William Leiserson who describes the bill as "crazy", and the SHIPYARD WORKER (CIO) says the "new bill substitutes permanent chains for four years of rigid wartime restraints".

CUTBACKS, RECONVERSION, POST WAR

The BREWERY WORKER (Ind.) chides WPB Chairman J. A. Krug for failing to place enough importance in his recent reconversion report "upon the economic disruptions which are certain to come during the period of reconversion from a war to a peace economy.... Probably because he regards unemployment during the reconversion period as an insignificant problem, Mr. Krug's report shows both a distrustful attitude toward a program of public works to provide employment during that period, and a silence on other measures which are required to maintain purchasing power", e.g. "the consequences of reduced purchasing power to the nation as a whole, due both to unemployment and the decline in earnings of those who do remain employed, because of loss of overtime pay which added to their earnings during the war". The editorial warns: "These factors must not be overlooked because any substantial decline in purchasing power will be balanced by a decline in manufacture and other production, and so aggravate the unemployment situation".

On the other hand, the report just released by War Mobilization and Reconversion Director Vinson has met with the unqualified approval of organized labor. LABOR (RRB) says: "Vinson went further than anyadministration official has up to now in supporting the principles long stressed by organized labor that wages must go up to prevent a ruinous depression after the war". He is quoted: "As far as our national economy is concerned, it would be disastrous to go back, for we would be going back to the misery of mass unemployment."

AFL WEEKLY NEWS SERVICE, discussing the Vinson report, calls attention to Mr. Vinson's statement advocating a great public works program and broadened unemployment insurance until such time as industry could be regeared to high-speed peacetime operation. "Tone of the report is that the government has a responsibility to guide the nation in reconverting to peace, just as it had in gearing for war."

Labor is deeply concerned with what is going to happen to war plants. The UE NEWS (CIO) reports that as a result of the UE campaign at Johnson City, New York, to find a postwar use for the Remington Rand plant, an official of the Defense Plant Corporation is scheduled to visit Johnson City to discuss the entire question of postwar utilization of government-owned plants with union officials. A pamphlet just released by Walter Reuther of the UAW-CIO "Are War Plants Expendable" is receiving wide publicity.

ST. LOUIS LABOR TRIBUNE (AFL) and KENOSHA LABOR (AFL-CIO) are incensed at the callous manner in which cutbacks have occurred in their respective cities.

The St. Louis Ordnance Plant will permanently shut down on August 31, adding some 12,000 more workers to the 11,000 being let out at the Curtiss Wright aircraft plant. The UE NEWS (CIO) announces the complete shutdown of the U. S. Cartride Company plant in St. Louis, affecting 16,000 workers. The ST. LOUIS TRIBUNE comments: "Apparently the old dunderheaded policy of suddenly closing down plants in complete disregard of faithful employes or community interest is still the problem of official Washington, rather than intelligent planning of cutbacks whereby ample advance notice is given and the layoffs spaced over a period of months in order not to dislocate the local labor market".

KENOSHA LABOR in announcing the shutdown of the Kenosha Brass Company throwing some 700 employes out of work, says: "All war contracts come to an end. Everybody understands that. But what the workers do not understand is why they are given no warning so that they may have a little time to plan their next move." The editorial also wishes to know why workers do not get seven days of notification before cutbacks become effective, in accordance with Directive 40 of the Office of War Mobilization.

STABILIZATION, OPA AND WAR LABOR BOARD

An LPA dispatch to the ST. LOUIS LABOR TRIBUNE (AFL) reports that take-home pay has taken a nose dive all over the nation. Chief causes for the slump include: (1) gradual elimination of overtime in thousands of plants; (2) downgrading; (3) lower wage scales in civilian production plants to which hundreds of thousands of workers are transferring as the result of cutbacks; (4) abandonment of bonuses; and (5) reduction of the work week in many plants from 48 to 40 hours. The dispatch further reports growing unrest and spreading strikes, with continued demand from all labor circles that the Little Steel Formula be broken and a 20 per cent increase granted. Informed government sources, however, expressed the belief that the basic wage structure will not be modified for many months to come.

At the same time KENOSHA LABOR quotes from a report by the National Industrial Conference Board which indicates that living costs for the average family of wage earners and lower-salaried clerical workers in the United States rose 0.4 per cent from April to May. And an LPA release in the UNION TIMES (AFL) Conn., discusses a BLS report that families with incomes below $1,000 a year spent 71% of their weekly income for food in 1944.

The Executive Council of the TWUA (CIO) meeting in Atlantic City demanded an amendment to the Fair Labor Standards Act to lift the present minimum wage from 40 cents to 65 cents an hour. TEXTILE LABOR (CIO) reports that confirming the contention of the Textile Workers Union that low wages in the textile industry are at the root of the industry's manpower and production problems, Director of Stabilization William Davis declared emphatically in favor of this major upward revision of minimum wages. KENOSHA LABOR (AFL-CIO) reports progress to this end made in Congress by a new series of proposed amendments to the wage hour law, probably to be introduced before the summer recess by Senators La Follette, Pepper and Johnson.

Workers at the Mary-Leila mill at Greensboro, Georgia, have gone back to work "under the new management of the U. S. Army after a two months' walk-out", provoked by the company's insistent refusal to comply with WLB orders on extending its contract and bargaining with the union. (TEXTILE LABOR CIO)

INTERNATIONAL WOODWORKER (CIO) states that with lumber production in the western states dropping at an alarming rate, WPB officials and Army procurement officers have expressed grave fears that the current shortage of lumber and plywood may prolong the war in the Pacific. With shortage of manpower the most important factor affecting production, the CIO International Woodworkers Union is urging WPB and WMC to certify the lumber industry as being in a "rare and unusual" condition in order that the WLB may give consideration to a wage increase for lumber workers.

LABOR (RRB) and THE LABOR NEWS (AFL) Mass., give credit to Assistant Secretary of Labor Dan Tracy for his work in bringing about a solution of jurisdictional clashes between the United Automobile Workers of the CIO and the AFL Building Trades in Detroit. Not only was the particular difference settled, but a workable program was formulated which Mr. Tracy believes can serve as a virtual "charter for peace" on a nationwide basis in the automobile industry. Clinton Golden, WPB labor vice-chairman, collaborated in formulating the adjustment.

AFL WEEKLY NEWS SERVICE reports the constructive suggestion made by a disabled veteran that unions obtain sick leave for disabled veterans who may need it, similar to the fifteen-day sick leave which the Federal Government allows each year for its employes. THE SHIPYARD WORKER (CIO) points with pride to the first sick leave plan for hourly-paid production and maintenance workers in the shipbuilding industry which was won last week by members of the IUMSWA in the Cramp Shipyards, Philadelphia. A sick leave provision has also been included in a contract between a local of the UAW-AFL and the Peninsular Company of Ypsilanti, Michigan, according to the AUTOMOBILE WORKER (AFL).

THE UNITED MINE WORKERS JOURNAL (Ind.) bitterly attacks OPA for the "runaround" on meat for coal towns, while LABOR (RRB) reports that organized labor has finally "broken the ice" in its protracted battle to win higher food rations for workers who do heavy manual labor. Extra red points for meats and fats will be granted to such workers, starting immediately with miners in the Rocky Mountain region. OPA officials promise, if the experiment succeeds, to extend the same service to other classes of employes, such as foundrymen, longshoremen, and heavy construction workers.

Veterans. To prove that labor has friends among the members of the armed forces, MINNESOTA LABOR (CIO) quotes the Bulletin of the American Veterans Committee, which reminds its members that "union workers are doing a tremendous job in turning out the superior arms and ammunitions with which we fight. The unions are also doing a tremendous job, economically and politically, to guarantee that when we return to civilian status, we will not find here the fascism that we will have smashed abroad."

COMMUNITY SERVICES

THE UNITED AUTOMOBILE WORKER (CIO) finds union counselling a most effective means of aiding members during the present period of dislocation. CIO President Philip Murray is quoted as stating that "outplant problems and needs, while great in wartime will be as great or greater during the immediate period of demobilization and reconversion." PENNSYLVANIA LABOR RECORD (AFL) reports the first graduation from an AFL Union Counseler course sponsored by the Philadelphia Bakers and Confectionery Workers Union.

TEXTILE LABOR (CIO) reports that the CIO Textile Workers Union housing project at Front Royal, Virginia, is well on the way to completion. The housing venture was undertaken by the union in an effort to recruit workers for the expanded operations of the Front Royal American Viscose plant.

The Food and Nutrition Board of the National Research Council has recommended that a governmental nutrition program for industrial workers be continued in the post war period. WFA, which has served in an advisory capacity to industry, labor, food contractors and others interested in the development and expansion of in-plant-feeding, reports that some seven million manufacturing workers use in-plant-feeding services, as compared with a prewar survey figure of only two million. BREWERY WORKERS (Ind.)

MISCELLANEOUS

An LPA Dispatch to KENOSHA LABOR (AFL-CIO) - reproduced in many other labor papers - declares that if the ghosts of Hitler, Goebbels and Streicher were sitting in the Senate gallery last week they had good reason to believe they were being plagiarized by Senator Bilbo of Mississippi, in his filibuster against the Fair Employment Practices Act.

JUSTICE (AFL) announces that Local 48, Italian Cloakmakers, alarmed over the plight of the large number of Italy's war orphans, has adopted 200 of these children.

Kenneth Douty, assistant director for labor and manpower in the WPB Textile, Clothing and Leather Bureau, will join the CIO Textile Workers Union about August 1 as Georgia state director. TEXTILE WORKER (CIO)

~~Miss Bagwell~~

~~Whitlock~~, [illegible], ~~Drafton~~, [illegible] Robinson & file

A BRIEF DIGEST OF THE LABOR PRESS

June 25, 1945

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LEGISLATION

LABOR (RRB), June 23, 1945, attacks "a bill that organized labor regards as vicious in many of its features introduced in the Senate this week by Senators Joseph H. Ball. (R. Minn.), Harold H. Burton (R. Ohio) and Carl Hatch (D., N.M.)." The bill referred to is a "Federal Industrial Relations Act", ostensibly aimed at "fostering industrial peace", but which subjects unions to prosecution for alleged "unfair labor practices", imposes compulsory arbitration, puts curbs around the "union shop", restricts the right to strike, and sets up a super labor board to administer other restraints. Says LABOR: "The sponsoring senators boasted they hadn't consulted any representative of labor 'or management' in drafting the bill which affects labor-management relations so vitally." Chance for passage is regarded as remote.

The Supreme Court's decision on June 11th, which held that Florida's state law regulating labor unions must not conflict with the Wagner Labor Relations Act, is reported by FP, and is widely acclaimed in the labor press of this week as a major decision, e.g. THE FLINT WEEKLY REVIEW.

Organized labor is letting Congress know that it is watching the vote on full employment, price control, reciprocal trade, Bretton Woods, and poll tax repeal. HR 2202 and more particularly S 380 (for full employment) are supported by AERO NEWS (AFL), PACIFIC COAST SHIPYARD WORKER (CIO), THE UNION REGISTER (AFL), THE MOTOR CONDUCTOR AND MOTOR COACH OPERATOR (AFL), THE NEW ORLEANS NEWS DIGEST (CIO), THE COLORADO LABOR ADVOCATE (AFL), AMERICAN AERONAUT (AFL) and others. Many papers express concern about the possibility of OPA breakdown, e.g. DAYTON CIO NEWS, but LABOR HERALD (CIO) denounces OPA as "the worst thing that ever happened to mankind since Noah's flood."

JUSTICE (AFL), UE NEWS (CIO), AMMUNITION (CIO), THE PROGRESSIVE, and THE FLINT WEEKLY REVIEW (CIO) are among the several papers which urge support of President Truman in his fight for a permanent FEPC. LABOR HERALD (CIO) gives its banner headline to the fact that the Assembly at Sacramento "Okays Breadlines, Kills FEPC". The Assembly's action in providing subsistence relief instead of jobs is called "one of the nastiest steamroller jobs the people of California have ever undergone", and the action with regard to FEPC is called "one of the most brazen exhibitions of rough-riding in recent legislative history."

THE UNION (AFL) reports that organized labor has been and still is unalterably opposed to the "equal rights" amendment to the constitution with its "vicious concealed purpose" which has for the first time passed muster in the House Committee.

THE CLEVELAND CITIZEN (AFL), and other labor papers reflect an FP dispatch which opposes a rider to the NWLB appropriation bill which says that no part of the funds may be used to help agricultural industry workers. Both AFL and CIO affected unions are opposed.

STABILIZATION

UNITED MINE WORKERS JOURNAL reports that the recent anthracite wage agreement is running into the same trouble with OPA as did the bituminous agreement, illustrating according to the JOURNAL, "the same old OPA run-around, overlapping jurisdictions, confusion and delay that confronts industry whenever wage agreements are negotiated." WLB has approved the Anthracite Agreement as negotiated with two exceptions: 1) it claims that granting of time and a half for the eigth-consecutive hour of an eight-hour workday for which straight time has customarily been paid would amount to a general wage increase not permissible under the wage stabilization policy, and 2) it recommends for motor runners, instead of the customary full hour's straight-time for any portion of an hour worked beyond seven, the customary payment of one hour or the actual time worked at rate and a half, whichever is greater. Increased vacation pay, shift differentials, travel-time and all other overtime provisions contained in the agreement were approvwd by the Board without change. The JOURNAL complains that a demand for better housing such as was presented to the bituminous operators, was not even given consideration by the anthracite operators, and advises of the need for a congressional investigation and report on mining camp housing, sanitation, recreational and educational facilities and conditions.

SEAFARERS LOG (AFL), INTERNATIONAL WOODWORKER (CIO), THE GULF COAST DIGEST (CIO), and other papers charge a "double standard" toward pay rises indicated by President Truman's statement at his Tuesday press conference that the "Little Steel" formula still stood, while congressmen have the ability to vote themselves a $2,500 "expense" allowance.

AERO NEWS (AFL), LABOR (RRB), and AFL WEEKLY NEWS SERVICE, among other labor papers express keen interest in the fact that NWLB has "finally got down to business" this week on developing a wage policy to meet reconversion and postwar emergencies. AERO NEWS hopes that this study by regional boards will not turn out to be "just another investigation". Ruben Levin, writing in LABOR, indicates that the public members of the Board have the balance of power, and that a return to free collective bargaining on wages is still a long way off. These members favor at least nominal retention of the "Little Steel" wage ceiling, but development at the same time of a new formula to protect workers against a sharp loss of earnings, which may involve revision of "bracket" ceilings. Laborites on the Board are fighting for a drastic upward revision of the "Little Steel" formula to maintain total weekly take-home earnings when hours fall off, and are supported unaminously by organized labor. AFL WEEKLY NEWS SERVICE points out that organized labor's demand is for 48 hours pay for 40 hours work after hours are reduced. Some of the changes under consideration could be made by mere administrative action; others would require changes in outstanding executive orders; while an attack on substandard wages would require legislation.

THE SHIP REPAIR QUESTION

PACIFIC COAST SHIPYARD WORKER (CIO), THE LOS ANGELES LABOR CITIZEN (AFL), TACOMA LABOR ADVOCATE (AFL), THE UNION LEADER (AFL), LABOR (RRB), and THE ATLANTA NEWS DIGEST (CIO) give prominence to the story of alleged discrimination by the Navy Department in the matter of wage rates for ship repair in Southern California yards, resulting in a repair jam and shortage of necessary types of manpower, as publicized by Senator Wayne Morse and others.

Navy Secretary Forrestal at a special press conference on Memorial Day presented a grave picture and left the impression that shortage of workers in West Coast ship repair was largely due to a wholesale exodus of workers from the Pacific Coast. Thus, THE UNION LEADER says that labor is "the goat as usual", while "there seems to be little question that the Navy Department has made a mess of the manpower situations on the Coast, and that other agencies helped to aggravate it." The Navy is said to have backed chislers and to have pursued a short-sighted policy on cutbacks in shipbuilding. Morse is considered labor's best witness.

Several of these papers quote WMC Director McNutt as saying that he has been informed that lines of damaged craft are waiting in the harbors of some West Coast ports for repairs, and that the lag in this work may seriously delay the end of the war with Japan. McNutt is also quoted as saying that the approximate manpower need is 20,000, contrasted with Forrestal's 15,000 estimate. The slacking demand for unskilled and semi-skilled workers in such West Coast areas as Los Angeles and San Francisco, does not alter the demand for skilled ship repair workers, McNutt is quoted as saying.

PACIFIC COAST SHIPYARD WORKER headlines the fact that a Washington hearing has been ordered on the 11.6 percent differential between North and South on the Pacific. CIO and AFL were joint sponsors of a mass meeting at Wilmington Bowl (Calif.) to secure favorable consideration from NWLB for wage parity.

CUTBACKS AND UNEMPLOYMENT

THE ATLANTA NEWS DIGEST (CIO), commenting on Rep. William N. Lemke's (R. N.D.) estimate of postwar unemployment at 27,000,000, the highest such estimate yet presented to Congress, says: "No one in Washington has challenged these figures because: 1) Cutbacks are coming too fast and unpredictably to make any accurate gauge even for two weeks ahead, and 2) Re-employment in civilian industries is and will be a wide-open question mark..."

THE CIO NEWS gives a large front page picture of a girl picketing the WMC offices in Detroit after Henry Ford's Willow-Run contract cancellation. "The brutal facts are", says THE CIO NEWS, "that cutback unemployment is increasing by leaps and bounds and weekly wages are decreasing (due to less overtime, downgrading, etc.), while living costs and industrial profits continue to soar."

THE UNION REGISTER (AFL) publishes a front page picture of crowds seeking unemployment benefits in the Buffalo office of the New York State Division of Placement and Unemployment, as a result of cutbacks in government airplane contracts. The caption calls this "A Cloud No Larger Than a Man's Hand", but a warning.

MIDWEST LABOR WORLD expresses indignation at "cold-blooded" cutback methods, which daily release thousands of workers without advance notice. WPB officials are said to have admitted that cutbacks and mass firings are coming faster than the headlines or WPB can keep track of them. WPB Chairman Krug is quoted as estimating unemployment in three months at 1,900,000, which this paper says may be short by 1,000,000 since the military services are reviewing their requirements.

UE NEWS (CIO) scores "abysmal absence of policy" in regard to cutbacks. LOS ANGELES LABOR CITIZEN argues for "controls over production as long as resources are scarce." THE UNION (AFL) cites "mass joblessness in San Diego." THE UNION TIMES cites big jump in jobless benefits in Connecticut, particularly in New Haven.

PUBLICATIONS

THE ALABAMA NEWSDIGEST, and other labor papers report the fact that a 62 page quick reference guide to federal labor laws and labor agencies has been prepared by the Division of Labor Standards, U.S. Department of Labor. It is Bulletin 66-A, "A Guide to Labor Legislation", and is intended especially for plant supervisors and shop stewards.

THE NEW ORLEANS NEWS DIGEST reports publication of a new CIO pamphlet, "Substandard Wages", which claims that even after three years of wartime prosperity 60 percent of American workers get less than 87½ cents an hour, which sum should be regarded as the dividing line for substandard and adequate wages. The pamphlet points out that millions of returning soldiers will find that work in private industry yields them less than the Army did.

LABOR announces that the Federation of Teachers, an AFL affiliate, has issued an interesting leaflet, "What the Church Thinks of Organized Labor". Catholic, Protestant and Jewish churches are represented as saying: "We believe industrial relations generally stand a stronger possibility of improvement when management and labor are organized.", that the for the closed-shop issue "there is no ready-made answer", and that for their own non-profit organizations "there may be cases where the organization of these employees for collective bargaining would be unnecessary and ineffectual."

UNION LEADER and several other labor papers cite with pride the recently published report of the BLS showing that 1944 strikes hit an all-time low, with time lost from all work stoppages, including lockouts, being only 1/10 of 1 percent.

ST. LOUIS LABOR TRIBUNE and other papers reflect an LPA review of a statement by Printer's Ink that labor papers are "infinitely better then company magazines."

MISCELLANEOUS

LPA has a re-echoed story of AFL and CIO's fight against peacetime military conscription, as well as one on "the anti-labor position taken on 'superseniority' by Selective Service Director Hershey". LPA also has a story found in many labor papers, e.g. KENOSHA LABOR (AFL-CIO) ridiculing David Lawrence's prediction in last week's United States News of "Jobs for All Except the Jobless Millions."

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A BRIEF DIGEST OF THE LABOR PRESS

June 18, 1945

This digest has been prepared for the use of the WPB labor staff and other interested government officials. The excerpts selected reflect the opinion of the labor press, and neither the excerpts nor the selection represent the official opinion of the WPB. We shall appreciate your comments or suggestions. Our telephone is Republic 7500, Extension 73618. Ask for Malcka Stern.

RECONVERSION, CUTBACKS, POSTWAR

CLEVELAND UNION LEADER (CIO) calls attention to a statement made by Congressman William Lemke that "when the war drums cease to beat there will be 15,000,000 thrown out of employment. In addition, there will be 12,000,000 soldiers demanding that the government that interrupted their lives give them an opportunity to get a new start." A featured editorial, "They're Asking for Trouble", complains about the closing of the local Regional National Labor Relations Board because of failure of Congress to appropriate funds for its continuance; "loafing" Congressmen; the rising cost of living; OPA appeasement of profiteers - "plenty of price inflation, but no wage increases"; and warns of chaos on the home front if the terrific pressures within our domestic economy continue.

UAW-CIO President R. J. Thomas, in his editorial column in the UNITED AUTOMOBILE WORKER (CIO), sees a tendency on the part of business to look forward with "smug complacency" to postwar unemployment. "Glib promises of jobs, and an era of super-prosperity have been giving way to talk of 'reasonably full employment', or displacing large groups of workers, women and Negroes particularly, from industry". As for the plan to produce only 200,000 automobiles this year because of material shortages, Mr. Thomas declared: "My own inquiries have convinced me that the talk of a shortage of sheet steel is largely mythical". He believes that if the auto industry really wanted top production at the earliest possible date, obstacles to bigger steel production could easily be overcome. Charging that the auto industry has "never won any medals for clear thinking in the field of labor relations", Mr. Thomas suggests that they would like nothing better than a period of wide unemployment and depression before starting real production. "Such a period would, it is hoped by management, provide opportunities for wage cutting, for stirring up animosities between workers and returned servicemen, for undermining seniority systems, and generally, for the weakening of unionism in our industry."

In the same editorial Mr. Thomas writes of his visit to the Kaiser enterprises in California "which give full indications of the possibility for turning out high quality, yet cheaply priced consumer goods". Mr. Kaiser estimates that industrial operations in autos, aircraft, roads, airports, housing and public health could provide 30,000,000 jobs.

UE NEWS (CIO) reports that a strong demand that WPB awake to its responsibilities for the full employment of American workers has been presented by the members of the fractional horsepower motors' labor advisory committee. The paper states, however, that "unfortunately the reports made to the labor advisory committee by top WPB officials, indicated that WPB has no conception of its responsibility to avoid layoffs."

Columnist Bradford Carter in the SHIPYARD WORKER (CIO) takes sharp exception to statements made in WPB Chairman Krug's recent reconversion report. Mr. Krug warns that with unemployment resulting from cutbacks, union leaders and business men may urge the government to take special measures, such as providing public works programs, or putting in war contracts to tide over the slump, or making special releases of materials for civilian production. Mr. Krug suggests that we "be prepared to meet such emergencies when they are real but we must also be prepared to resist the pressures when they would only delay necessary readjustments". He cites, for instance, a war boom town with little or no postwar future.

Columnist Carter calls Krug's suggestion "the same recipe that brought us ten million unemployed in 1940 before the war solved our unemployment problem". He interprets Mr. Krug's remarks to mean that the millions of workers who were pressured to move to crowded war centers can now shift for themselves since they are no longer of use to the war effort. And he credits President Truman with more awareness of the problem, since in his message to Congress apropos of increasing unemployment benefits, the President stated: "the transition from war to peace is part and parcel of the war and we cannot shirk our obligations to those temporarily unemployed through no fault of their own.....The Government has incurred a moral obligation to these workers and those who have stuck faithfully to their jobs."

BREWERY WORKER (IND.) comments on the "alarming" increase in unemployment due to cutbacks in war production and cancellation of war orders and lists a few figures to tell the story. Aircraft cutbacks in Southern California will soon throw 25,000 out of work. In Wichita 6,000 workers will be discharged within a month. In Chicago, the Studebaker plant has shut down, throwing 2500 UAW-CIO members out of work. In Indianapolis General Motors has dismissed 5,000 workers. New York unions expect 125,000 workers to be unemployed within three months and 350,000 by the end of the year.

STABILIZATION

LABOR (RRB) declares that despite newspaper stories to the contrary, President Truman did not close the door to the plea of labor chiefs for revision of the Little Steel Formula. While the President stated that there would be no change "for the present", he made it clear that the whole subject was under study. The impression received by the labor leaders, says LABOR, was that some action would be taken by the President after he had received recommendations from the National War Labor Board in the next few weeks and from the new Secretary of Labor, Lewis B. Schwellenbach, who takes office July 1.

AFL WEEKLY NEWS SERVICE reports that the Chief Executive is gravely concerned about the danger of sharp reduction of wage earnings during the reconversion period.

THE INTERNATIONAL WOODWORKER (CIO) is hopeful, as a result of a recent conference between WPB Chairman Krug and the union's Vice-President, William Botkin, that the union's wage cases may be placed in the "rare and unusual" category, raising the wage scale of lumber workers in order to increase much needed production.

The War Labor Board decision in the case of the packinghouse workers versus the Swift, Armour, Cudahy and Wilson Packing Companies, will net the CIO Packinghouse workers an estimated sum of $30,000,000 in the adjustment of fringe issues and wage inequalities. And, says the PACKINGHOUSE WORKER (CIO), "if we figure the benefits which will come to other packinghouse workers not members of our union the sum will be approximately 60 million dollars."

Members of the CIO Marine and Shipbuilding union at the Alabama Drydock and Shipbuilding Company are disturbed over a new ruling by the company requiring pipefitters, boilermakers and shipfitters to do their own burning and welding. The union states that there is no provision in the contract for such combination work and has instructed its members to refuse to take on such jobs, contending that the practice will lead to increased unemployment. GULF COAST NEWS DIGEST (CIO) Mobile.

LABOR (RRB) comments on the Senate amendment to the Price Control Act, which would "do for the farmers what the Taft and Thomas amendments were designed to do for the packers - guarantee them a profit over and above costs". Administration spokesmen said that an effort would be made to defeat the amendment in the House.

HEALTH AND SAFETY

GULF COAST NEWS DIGEST (CIO) Mobile, discusses a recent study made on health in the South, "revealing a startling picture of sickness and primitive medical facilities that makes this large section of the world's richest nation sound like an impoverished colony of a backward country." The study concludes that the South's poverty is the basic cause of its ill health, and that the only solution is a federal health system such as that proposed in the Murray Dingell bill.

Another case of mass food poisoning of Consolidated Vultee Aircraft employees took place in the Tucson, Arizona plant, reports the AERO NEWS (IAM-AFL). The union in the plant blames management for its failure to protect the health of the workers and the article indignantly notes that this case is similar to the recent occurrence in the San Diego plant "which was hushed up as much as possible.....If 65 employes of Convair were to quit their jobs and refuse to work it would become a featured story in some of the anti-labor papers, but when the same number of people are lost to the production of planes because of the disregard that management has shown for the welfare and health of its employes, daily papers carry no publicity on this subject."

MISCELLANEOUS

After a spectacular debate, says LABOR (RRB), the House passed legislation outlawing the poll tax as a qualification for voting in Federal elections - one of the greatest victories for a democratic principle recorded in a long time. LABOR also reports that the Supreme Court outlawed the "vicious" Florida law shackling unions.

An important victory has been won by labor in Minneapolis, says LABOR (RRB) in the election as mayor of Hubert Humphrey, who carried the indorsement of the entire labor movement - AFL, CIO and Railroad Brotherhoods.

UNITED AUTOMOBILE WORKER (CIO) reports Richard Frankensteen, UAW-CIO Vice-President has begun a vigorous campaign for mayor of Detroit.

AFL WEEKLY NEWS SERVICE reports that "at last labor will have its own news program on the air." It will be called Labor - USA, and will appear each Saturday evening on the Blue network, at 6:45 beginning July 7.

Widely heralded in the labor press is a recent War Department document which is distributed to our armed forces, throughout the world, and which hits out at "race, color, and religious hate mongers". DETROIT LABOR NEWS (AFL) publishes the document in full.

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A BRIEF DIGEST OF THE LABOR PRESS

May 21, 1945

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We shall appreciate your comments or suggestions. Our telephone is Republic 7500, Extension 73618. Ask for Malcka Stern.

RECONVERSION AND POSTWAR

The big word "reconversion", says ADVANCE (CIO) really means "jobs". "We must have jobs at a real living wage for every returning soldier and every dislocated worker now engaged in war industry. And there must be no competition for jobs between the soldier and the civilian. If there is, then this country will be plunged into a mire of misery far worse than that which we were suffering from when Roosevelt took office in 1933"..... "If the new President and Congress meet this issue of a job for all and solve it then this war will not have been fought in vain. If they do not then nothing that may happen in San Francisco has any real meaning to our people or the world."

"We have won one war" says the SHIPYARD WORKER (CIO). "We must win two more", referring to V-J Day, victory over Japan and V-H Day, victory at home. At home, the article continues, the battle before us resolves itself into laying the groundwork now for the development of a program of sixty million jobs, which will provide an opportunity to work at a fair wage to every individual who is able and qualified to take a job. "It should be clear to all workers that we are literally in a war for survival, both abroad and at home. A postwar world without economic security will mean that we have sacrificed in vain. A disillusioned postwar world must never be allowed to develop. For in this disillusion will lie the fertile breeding ground for our native crackpots and would-be fascists. A disillusioned people will lose faith in American democracy and they will listen to the demagogues."

Another editorial in the SHIPYARD WORKER calls attention to two important highlights of the International Union of Marine and Shipbuilding Workers' (CIO) contract demands for east coast locals, which are designed to provide maximum protection for the membership during the period of shrinking employment in the industry. These demands deal with the establishment of seniority rights on a straight length of service basis, and of a union shop and union hiring hall. The article warns that "in a period of declining employment, there will be great competition for jobs. Traditionally and historically, the employers always seize upon such situations to play the unemployed against the employed. They do so in order to use the demand of available jobs to offset the supply so that they can introduce competition for wages. That means the employers will be able to beat wages down, by constantly having an employment pool of idle to compete for jobs." The only way to prevent this state of affairs, the article continues, is by having every eligible worker in the yards under contract, a member of the union.

UNION REGISTER (AFL) Seattle, organ of the Lumber and Sawmill Workers, has an editorial expressing similar views.

AERO NEWS (IAM-AFL) says good news was received this week from Washington when the aviation industry was authorized to resume the manufacture of transport planes. The only stipulation made by WPB Chairman Krug was that military requirements for materials, production, and development must come first. The first move toward reconversion planned by Convair is the manufacture of a commercial air transport.

UAW-CIO requests its membership to study carefully the postwar plan for the auto industry published in full in the UNITED AUTOMOBILE WORKER (CIO). The article says: "The program offers the first concrete plan to create and maintain automotive industry employment on a level with wartime employment. A program for aircraft industry employment is included." The plan calls for production of ten million automobiles per year after the war and for employment of nearly one million workers.

STABILIZATION - OPA - WLB

An article in the UNITED RUBBER WORKER (CIO) discusses Army pay and post war wages as a problem to be reckoned with. The case of a former Army Air Force lieutenant colonel, 26 years old, who had been receiving $35 a week before the war, is presented. He expressed bitter disappointment when upon return to his former job, his employer upped his salary to only $45 per week. His Army pay had amounted to $7200 a year. The writer further points out that a serviceman in the lowest paid grade with a wife and two children has an annual income equivalent to a civilian's earnings of about $2800. This, the writer believes, will have an impact not only upon wage rates "but even more significant, upon collective bargaining for annual wages."

Boris Shishkin, AFL Economist, warns that prices set by OPA for consumer goods soon to be brought back into production open the way for huge profits during the reconversion period. At the same time, he criticized the reconversion unemployment figures released last week by Fred M. Vinson, War Mobilization and Reconversion Director, saying they were too low.
AFL WEEKLY NEWS SERVICE

AFL NEWS SERVICE also reports that the AFL Building Trades Unions and the Associated General Contractors of America have agreed upon a program of post war labor management relations which provides machinery for speedy and harmonious settlement of all kinds of disputes. A basic motive in the agreement is "to avoid invocation of assistance of government mediation or arbitration machinery."

Miners are demanding a meat diet and blame OPA for the meat shortage. A scathing editorial in the UNITED MINE WORKERS JOURNAL (Ind.) demands action by the President and states that "unless OPA is housecleaned stem to stern, all price controls rationing will blow up"....."The people are fed up; they are tired of discrimination; they are tired of inefficiency. The present directing heads of OPA have fully demonstrated their inability to meet the responsibilities of the duties imposed upon them."

PACKINGHOUSE WORKER (CIO) reports that a representative of the United Packinghouse Workers of America (CIO) testified before the Senate Sub-Committee Investigating the Food Situation that severe manpower shortages last year in the nation's packinghouses helped cause the present meat shortage, a situation which might have been prevented had the unions been represented in the War Food Administration, as they are in WPB " and as we had urged upon the War Food Administration."

Another article in the PACKINGHOUSE WORKER reprinted from the Chicago Sun charges that the packing industry is preparing to deal a death blow to OPA policy in the form of an amendment to the Price Control Act which would require OPA to set prices high enough to equal all costs plus a "reasonable profit" on beef, pork, or any other kind of livestock, thus doing the same thing for the packers as the Bankhead amendment did for the textile mill owners.

The UAW-CIO Research Report criticizes the War Labor Board for its failure to develop any overall reconversion program. The report contends that a genuine reconversion policy must allow no wage reductions; authorize rate increases to compensate for loss of overtime and premium pay; abandon wage brackets for industry wide stabilization; raise substandard wages to 65 cents; remove limitations on advancement; release controls on fringe issues.

CIO NEWS reports that the drive to cut down merchant seamen's earnings, "even before V-J Day", was stalled this week, following protests from maritime unions involved.

UNITED RUBBER WORKER (CIO) announces the recent WLB decision in triumphant headlines: "Rubber Workers Win Millions; WLB awards benefits in industry wide decision; retroactive gains include specific night shift bonus; paid lunch periods; and liberalized vacation plan."

AERO NEWS (IAM-AFL) San Diego reports that District Lodge 1125 has filed a grievance with Consolidated Vultee Aircraft Corporation charging the company with improper interpretation and application of the terms of their contract with the union in regard to vacation or pay in lieu thereof. The union contends that employees whose services are terminated due to lack of work or for any reason other than discharge for misconduct, are entitled to pro-rata vacation pay for that portion of 96 hours vacation pay earned following completion of one year of continuous service.

TRADE UNION COURIER(AFL) New Jersey reports a survey of 92 war plants by the Women's Bureau of the Department of Labor which points up the need for including in collective bargaining contracts clauses protecting the health and status of mother-to-be.

VETERANS

CLEVELAND UNION LEADER (CIO) reports an interview with Corporal Russ Nixon, formerly a labor representative to WPB from the UE-CIO. After talking to many servicemen, Corporal Nixon believes that they are not anti-union, but neither for nor against. He says they are "potentially the most progressive forces in our country's history. They have been shaped and molded by their experiences in the Army, Most of them have a sort of cynicism about authority as such. They resent hypocrisy. They detect and despise pious pretenses and hollow platitudes. They are determined to get something decent for themselves and their folks when they get back to civilian life. Heaven help the man or group that tries to buy them off with fine words or phrases. They simply won't go for it."

KENOSHA LABOR (AFL-CIO) reports that speakers at the National Conference of Union Labor Legionnaires representing 123 trade union posts of the American Legion throughout the country will be WPB Chairman J. A. Krug and Clinton Golden of the National CIO Veterans Committee. The conference will be held in Chicago on May 26.

INTERNATIONAL WOODWORKER (CIO) calls attention to the recent report issued by the CIO Veterans Committee in which improved treatment of patients in Veterans Administration hospitals and cooperation of the CIO with both old and new veterans' organizations are urged.

An LPA dispatch to the MICHIGAN CIO NEWS charges that Representative Rankin in a proposed amendment to the GI Bill of Rights "would deprive veterans seeking to purchase homes with government guaranteed loans of almost every bit of Federal protection they now have against being gypped." Rankin's amendment if approved, claims the article, would make veterans easy prey to unscrupulous real estate dealers, brokers or anyone else who wishes to put a price gouging figure on their property.

UNITED AUTOMOBILE WORKER (CIO) reports that the North American Aircraft plants in Kansas City and Dallas have incorporated into their contract with the UAW-CIO the principles of the union's model contract clause extending seniority rights to veterans not covered by the Selective Service Act.

Under the auspices of the Greater New York CIO Council, a city wide conference on veterans' welfare was held on May 12. Delegates from labor, civic, veterans and welfare organizations attended the conference and adopted resolutions calling for a broad program of jobs, security, hospitalization and education for veterans of the Armed Services and merchant seamen.
CIO NEWS

MISCELLANEOUS

ATLANTA NEWS DIGEST (CIO) reports that V-E Day was celebrated at Todd-Johnson Shipyards in New Orleans by workers staying on the job and redoubling efforts to produce more for the last roundup in the Pacific... AMERICAN LABOR CITIZEN (AFL) Calif. reports two new appointments in WPB. Joseph D. Keenan will be temporarily replaced by John L. Beckham as Vice Chairman for Labor Production and Ernest A. McMillan will replace Paul R. Porter as Acting Director of the Shipbuilding Stabilization Committee.

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A BRIEF DIGEST OF THE LABOR PRESS

May 14, 1945

> This digest has been prepared for the use of the WPB labor staff and other interested government officials.
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> We shall appreciate your comments or suggestions. Our telephone is Republic 7500, Extension 73618. Ask for Malcka Stern.

LABOR (RRB) is gratified that in the flood of statements rejoicing over V-E Day, two in particular remembered to give workers on the home front a big share of the credit for the great victory - WPB Chairman Krug and Manpower Chief McNutt. Mr. Krug wired labor chiefs, voicing heartfelt thanks to workers "who helped build an arsenal of democracy" unequaled in world's history - "an arsenal that has been a decisive factor in making V-E Day possible." Mr. McNutt, pointing out that the workers of free America - 50 million strong, helped shorten the war in Europe, said: "The surrender has been made not only to our fighting men, but to those who have labored around the clock here on the working front."

Both William Green of the AFL and Philip Murray of the CIO in official V-E Day statements pledged "work and more work" by the members of their organizations until Japan also is forced to surrender unconditionally. AFL WEEKLY NEWS SERVICE AND CIO NEWS.

RECONVERSION AND CUTBACKS

This week the labor press reflects the anxiety of labor over the dangers involved in the lack of planning for reconversion and the pressures employed to suddenly remove all wartime controls. An editorial in the SHIPYARD WORKER (CIO) expresses the fear and uncertainty over the future prevailing in the nation's shipyards. "Our industry," the editorial states, "vastly expanded because of the war emergency, demonstrates the worst evils that can result from the lack of planning for orderly conversion to peacetime needs." For the existing confusion the editorial blames government officials "whose statements concerning the future of the industry contradicted each other almost as soon as they were issued and whose overly bright announcements of job opportunities and job prospects in the industry were given the immediate lie by the cancellation and cutbacks of these contracts." Members of the Industrial Union of Marine and Shipbuilding Workers are exhorted to publicize the union's program for the return to a 35-hour week; to mobilize support for the guaranteed annual wage plan; and to support with all their strength the Murray Full Employment Bill "and every other measure which will help us achieve our objective of 60 million jobs."

THE AMERICAN FEDERATIONIST (AFL) in an article entitled: "Your Job After Victory" soberly warns that mobilization for peace is far behind schedule. Beginning with the serious consequences of sudden relaxation of government controls, the article states: "To let go suddenly is to bring upon ourselves first a runaway inflation boom and then a collapse with heavy unemployment." On the other hand, "labor is equally averse to the perpetuation of wartime controls for the sake of controls alone. Unless the area of government responsibility is greatly reduced, government intervention will become selfperpetuating......Labor is determined to make sure that there shall be no return to large scale unemployment after the war......Labor will not be stampeded into a disorderly retreat from its clear objectives by the speculator and the profiteer who have nothing to gain from an orderly transition to a balanced peacetime economy."

"Already there are large contingents of demobilized wage earners seeking employment. No action has been taken to provide for a unified national unemployment insurance system; nor have provisions been made for the transportation of demobilized war workers to places of prospective employment." The writer calls upon the membership of the AFL to make its voice heard. "The time to speak and the time to act is now."

LABOR (RRB) says that the "overthrow of Hitler raises vital questions on the home front, with cutbacks, layoffs likely soon to reach "flood stage." Mr. Vinson's recent press conference answering questions on what is ahead for labor, industry and the consumer, provided little encouragement to the nation's workers, states the article. The Little Steel Wage Freeze is to continue, as will nearly all other wage restrictions. "Manpower controls will continue. Cutbacks in war production will be ordered and unemployment will mount." Significantly enough, another article in LABOR (RRB) points out that V-E Day finds big business "with treasuries bulging."

An LPA dispatch to the AMERICAN LABOR CITIZEN (AFL) San Francisco says that WPB officials practically take for granted that production cutbacks will throw 1,500,000 workers out of jobs during the six months period following V-E Day. In May alone, cutbacks will result in the lay-offs of 300,000 workers. The dispatch states that unions in conference with government officials have been insisting that an orderly reconversion program be worked out, so as to facilitate the shift of laid-off workers to civilian production without undue delay. The unions too are continuing their fight for wage increases so that workers will be able to enter the reconversion period with sufficient buying power to maintain high production and full employment.

Another LPA dispatch to the AMERICAN LABOR CITIZEN discloses that organized labor's next great Congressional fight will start early in June with the opening of Senate hearings on the full employment bill. For the first time in American history, Congress will consider legislation designed to abolish unemployment and make it the right of every individual to have a job. Senator Wagner, the article states, recently warned that mass unemployment would constitute not only the greatest threat to the continued freedom of the nation's economic and political institutions, but would also make it "impossible" for the U. S. to exert its full strength in shaping a permanent peace. And Senator Murray reminded the Congress that the boys who have fought so valiantly in Europe "know that their fathers who pounded the Germans on those same battlefields the last time found themselves pounding the pavement at home a few years later, or selling apples on the street corner."

However, the AMERICAN LABOR CITIZEN finds a ray of hope in the approval by WPB Chairman Krug of the 50 million dollar machine tool program and the 35 million dollar construction program for the reconversion of the automobile industry.

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One of California's major worries is that "indications show big business seeks isolation of industry to eastern areas of continent" according to the AMERICAN LABOR CITIZEN. It presents proof that (1) WPB has refused to allocate "limited reconversion in Western areas where contracts have been finished" and (2) that Western Canada is faced with the same issue and that the Brotherhood of Railway Carmen has protested to the Canadian government the transfer of railroad work from Vancouver "where it has been done for forty years" to Eastern cities.

Harry Lundeberg, President of the Sailors Union of the Pacific (AFL) has an article in the TACOMA LABOR ADVOCATE (AFL) urging Congress to do everything in its power to retain a large and powerful American merchant marine to safeguard our foreign trade and provide necessary employment in the postwar period.

STABILIZATION

UNION REGISTER (AFL) Seattle reports that the Puget Sound District Council of the Lumber and Sawmill Workers (AFL) has passed a resolution demanding a 20 cents per hour wage increase "across the board" in the Douglas Fir Industry, backing up the demand with a petition to the WLB to conduct a strike vote under the provisions of the War Labor Disputes Act. Charging that no general wage increase in the Douglas fir areas has been granted since September 1, 1942, the union cites its reasons for insisting on a strike vote that living costs have greatly increased; production per worker has increased; take home pay has decreased due to shortening of operating schedules; lumber has been taken off the WPB critical list; a wage "rollback" campaign has been instituted by the West Coast Lumber Commission; the government has repeatedly granted the operators' requests for increases in ceiling prices for lumber; and all efforts to secure a general wage increase through WLB procedures have failed.

INTERNATIONAL WOODWORKER (CIO) reports that the Detroit Regional War Labor Board has granted an increase of ten cents an hour to workers in the lumber industry of Wisconsin, Michigan and Minnesota, after WMC and WPB certified that "a rare and unusual" condition of manpower shortage and production decline existed in the lumber industry of those states.

A statement made by Stabilization Director William H. Davis this week that real income of workers must be boosted 30 to 40 per cent after the war, LABOR (RRB) characterizes as "pie in the sky". LABOR contends that "if workers are to have sufficient buying power after the war to maintain high production, their wages must be increased now while the government still has power to order such raises. Once the war is over and millions of workers are jobless, no amount of wage directives from Washington will bring about wage increases. If the government really means to boost buying power 30 to 40 per cent - as it must - then the time to do it is now. After the war it will be too late."

The same article states that "a merry battle over reconversion policy is now raging in WLB," between the public, labor and industry members. They are all in agreement, however, that when firms reconvert from war to peace production, their new wage structure should be settled "wherever possible" by collective bargaining.

THE PILOT (NMU-CIO) The National Maritime Union has requested that the Maritime War Emergency Board postpone plans for eliminating the war risk bonus until the BLS survey of seamen's take home wages, made at the request of the War Shipping Administration, is completed.

MISCELLANEOUS

JUSTICE (ILGWU-AFL) publishes a digest of a lecture recently delivered by David Saposs, Chief Economic Advisor of the Office of Labor Production before the ILGWU Officers Institute, on the subject of dual unionism.

Julia O'Connor Parker, one of the American women trade unionists who recently toured British war plants under the auspices of the Office of Labor Production has an article in the AMERICAN FEDERATIONIST (AFL) on "What I Saw in Britain."

LABOR HERALD (CIO) California reports that 2800 Los Angeles rubber workers have won Army production awards upon completion of a 120 day "blitz" of seven days a week without a day lost from production. At Goodrich workers grew beards and vowed not to shave before the 120 days were up or they were forced out of the contest.

According to the SEAFARERS LOG (AFL) German workers in the city of Alsdorf have established the first free workers' committee in Germany. THE LOG also reports that the New York Section of the French Seamen's Union, an affiliate of the International Transport Workers Federation, organized three months ago, has made rapid achievements for its membership.

One million dollars has been donated to war relief by the International Ladies Garment Workers Union (AFL) JUSTICE.

weaving workers

FW ~~BGA~~ – ~~Bland – Doughton~~

Robinson

A BRIEF DIGEST OF THE LABOR PRESS

May 7, 1945

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We shall appreciate your comments or suggestions. Our telephone is Republic 7500, Estension 73618. Ask for Malcka Stern.

RECONVERSION AND POSTWAR

THE UNION TIMES (AFL) Connecticut has a timely column on what VE-Day will mean to labor in the light of the changed administration in Washington. They give the following "reasonable guesses." (1) Watch for stricter manpower control between VE Day and the surrender of Tokyo. (2) Watch for strengthening of WLB by the Supreme Court verdict in the Montgomery Ward case. The court is expected to approve Presidential seizure of non-war plants to enforce WLB orders. (3) Unions that have written clear cut definitely worded seniority clauses into their contracts have nothing to fear despite the heat that will be put upon them as reconversion's end approaches and the labor market eases. (4) There will be more politics, rather than less, in government. (5) Despite a lot of pressure and contrary to the hopes of some conservatives, there will be no changes in the "great charters" under Truman. The Wagner Act, cartel and trust laws, wage and hour regulations will remain unchanged. (6) It is expected that cutbacks will not be felt until three months after the fall of Germany. (7) Labor can help assure OPA renewal by wiring their Senators to hold the line. A real stiffening of OPA is definitely in prospect once this fight is won in Congress.

The AFL Executive Council has just issued a statement demanding prompt action on reconversion. "Today," the statement reads, "we hear no more talk on forced labor. Already, the War Department has made substantial cutbacks in airplane production......The Maritime Commission is planning to wind up most of its shipbuilding program by the end of this year and the end of the war in Europe means that the war production program will be cut in half within a few months. Immediate action is also required by Congress and by Federal agencies to protect human needs during the reconversion period." AFL WEEKLY NEWS SERVICE.

FLINT LABOR NEWS (AFL) Says that "reconversion blues" have hit Detroit, caused by the shutdown of the Willow Run government bomber plant, operated by the Ford Motor Company. "Thousands are being laid off week by week and less than 20,000 out of a peak of 67,000 are left. Over 10,000 soldiers from the plant will have no job to go back to unless they had previous seniority in other plants."

On the other hand, LABOR LEADER (AFL) San Diego reports that San Diego building tradesmen "already swamped with all types of construction work," this week had another one million dollar backlog added to their future employment load. Projects were contracted for by the Federal Public Housing Authority in San Francisco.

MINNESOTA UNION ADVOCATE (AFL) reports an urgent need for manpower in the Gopher Ordnance Works, Rosemount, despite cutbacks in new construction. The workers are needed for the manufacture of smokeless powder.

Leading article in STEEL LABOR (CIO) - "A Design for Prosperity" discusses the newly proposed labor management charter. Twenty years ago, no one would believe, the article states, that such a thing could happen, since it was assumed that labor and industry were natural enemies and would have to continue so to survive. "Labor representatives recognize that the best chances for a prosperous America lie in private competitive capitalism; that management should be free to manage. At the same time, industry concedes labor's right to organize, free of legislative control, and to bargain collectively. Both sides declared for an economic system to protect the individual against the hazards of unemployment, old age and physical impairment......Such labor management agreement 20 years ago would have flabbergasted the country."

STABILIZATION

UNITED MINE WORKERS JOURNAL (Ind.) quotes from an article by United Mine Workers President John L. Lewis recently appearing in Colliers. Mr. Lewis bluntly states that in his opinion there is no labor movement in this country. "Labor's temple is a tower of Babel. Instead of a single, authoritative voice, we have a confusion of tongues." He calls attention to the 40 million unorganized workers, blames union leaders for "ugly disunities that prevent common purposes and common action" and charges that much of the disunity is due to politicians,"who have not only divided labor by their intrigues, but continue disunity by a persistent intensification of inter-labor differences." He calls for immediate establishment of an industrial code based on laws already on the statute books, to be administered by the Department of Labor "under a competent head" backed up by a trained mediation and conciliation service recruited from the ranks of industry, and "not made up of campus prodigies and social workers."

The WLB has appointed a tripartite "Wage Inequality Commission" for the basic steel industry, to rule on wage inequality cases involving any of the 86 steel companies directly affected by the WLB directive in basic steel "and other firms the Board may designate." The Commission consists of members from the USA (CIO), the steel industry, and public members. STEEL LABOR (CIO)

Another article in STEEL LABOR reports that a new method to finance company unions has been found by the Weirton Steel Company, according to evidence submitted to the United States Circuit Court in Pittsburgh, where the Weirton Company is on trial for contempt of court charges initiated by the NLRB. A representative of a laundry firm testified that a 20 percent kickback was paid to the Weirton Independent Union, which NLRB claims is a company union.

This week CIO President Philip Murray urged the Senate Civil Service Committee to up salaries of white collar government workers by 25%. He believes that action by the Congress to bring Federal salaries more nearly into line with wages paid industrial workers would have a beneficial effect on salaries throughout the white collar field. "If you consider the fact that the base salaries provided for Federal workers who have either had college training or who have had a number of years of experience in performing exacting clerical duties are now considerably below the base pay of the average steel worker, there need be no fear that a 25% increase would be too much." CIO NEWS and rayon weaving workers by the Office of Economic Stabilization is a "landmark in the union's long struggle to banish substandard wages and living conditions from the cotton-rayon industry," President Emil Rieve of the CIO Textile Workers Union declared this week. CIO NEWS

The CIO NEWS also reports that the Kennecott Copper Corporation has been ordered by WLB to pay travel time to workers at its open pit mine operations in Santa Rita, N. M. Unions represented are CIO, AFL and Brotherhood of Locomotive Trainmen and Firemen.

An editorial in the FLINT LABOR NEWS (AFL) expresses deep concern over the lack of planning for the workers who have turned out war production and kept our civilian economy going. Charging that they are "now unable to manage their own welfare because collective bargaining is frozen" with the hourly wage rate the standard on which the worker relies, the editorial demands as a matter of justice and "prudent provision for the future, that this phobia for freezing wage rates should end."

VETERANS

DAYTON CIO NEWS calls attention to the newly enlarged CIO Veterans Committee headed by Clinton Golden, which is launching an active campaign to promote the common interests of veterans and labor, after extended meetings with representatives of the various veterans' organizations. CIO reports a million and a half of its members in the armed forces.

Labor haters who hope to pit soldiers against workers after the war were warned this week by Congressman Andrew Biemiller that they are planting the seeds of Fascism in this country. He declared that "no group in our population has been more concerned than the labor movement to do everything within its power to protect the veterans rights while he is away and to ease his readjustment to a productive life when he returns." LABOR (RRB)

Three representatives of labor have been appointed by Brigadier General Frank T. Hines on a committee that will include veterans and management to work with him in solving some of the problems of postwar employment and job seniority: CIO Ted Silvey, AFL Robert Watt and J. J. Luhrsen of the Railroad Brotherhoods. ATLANTA NEWS DIGEST (CIO)

UE NEWS (CIO) reports that in line with national UE policy, two UE locals have just signed contracts with the Bendix Radio Corporation, providing for full seniority credit for veterans equal to their term of military service. This credit will be given regardless of whether he or she was previously employed by this firm.

LABOR LEADER (AFL) San Diego reports "the first woman to have successfully steered a straight course through the local's examining board" became a full fledged member of the Brotherhood of Painters, Paperhangers and Decorators last week.

MISCELLANEOUS

Labor's interest in a permanent Fair Employment Practice Committee Bill is evidenced by the number of articles appearing in the labor press on the subject. MICHIGAN CIO NEWS reports with regret that the FEPC bill recently introduced into the state legislature and which was patterned after the recently enacted New York legislation, was defeated. THE PACKINGHOUSE WORKER (CIO) says "all men of good will" are interested in the passage of a permanent national Fair Employment Practice Committee bill, and the AFL AUTO WORKER reports the UAW-AFL backing labor's fight for a permanent FEPC.

At the San Francisco Conference, AFL Robert Watt urged that the International Labor Organization be chosen as the major economic and social agency of the world peace organization. Pointing to the ILO achievements of the last twenty five years, Mr. Watt called it the "best international agency yet devised" in the economic field.

The Worcester, Mass. LABOR NEWS (AFL) and a number of other labor papers devote considerable space to quotations from an article in the Journal of Electrical Workers (AFL) which cautions labor against a proposal by a high official of the United States Public Health Service suggesting that business corporations employ psychiatrists to study "maladjustments involving accidents, absenteeism, labor troubles, job quitting, etc." The article concludes: "Here is a proposal that needs the immediate and utmost attention by labor. Such a psychiatric program could be used with terrible effect by unscrupulous employers."

~~ZA~~ - ~~Blood Daughter~~ - M.V. Robinson
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A BRIEF DIGEST OF THE LABOR PRESS

April 30, 1945

RESTRICTED

This digest has been prepared for the use of the WPB labor staff and other interested government officials.

We shall appreciate your comments or suggestions. Our telephone is Republic 7500, Extension 73618.. Ask for Malcka Stern.

MANPOWER AND CUTBACKS

The approaching end of the war in Europe is reflected in war industry cutbacks and job losses, says LABOR (RRB), - job losses running into the hundreds of thousands. "They are not something for the future. They are here now. They are the forerunners of a far larger wave of unemployment which is coming soon." WPB and other government agencies, the article continues, predict a 36 per cent cutback in production within a year after VE-Day. The National Association of Manufacturers says the cutback will be 50 to 70 per cent. The AFL estimates that the cutback will be 50 per cent in six months and 60 per cent within a year. In shipbuilding alone it is predicted that 300,000 jobs will be lost in the next three months.

Senator O'Mahoney, one of the sponsors of the full employment bill now before Congress says "The unemployment emergency must be met by full employment legislation. This nation owes to its people an obligation to make certain that mass unemployment shall not show its head again....Unless we take steps now, there will be 19 million jobless after the war."

AMERICAN LABOR CITIZEN (AFL) California reports the recent visit to San Francisco of Vice-Chairman Joseph D. Keenan of the Labor Production Office to get first hand information on the "muddled" manpower situation there. The paper expresses hope that Mr. Keenan's report will bring relief to the "incongruous" situation existing in the San Francisco area. Unions and employers are demanding spot authorizations for civilian production "to keep the economic set-up from becoming unbalanced."

GREATER LOS ANGELES LABOR (AFL) reports Lodge 1125 of the International Association of Machinists has charged Consolidated Vultee Corporation "with a startling waste of manpower needed for production of vital aircraft". Charges were filed with the WMC labor utilization panel which was requested to set up a labor, management and government committee to control manpower use.

According to a Labor Press Associates dispatch to the ST. LOUIS LABOR TRIBUNE (AFL) "lightning like" cutbacks are hitting war plants. The article claims that Douglas aircraft workers in Los Angeles learned of the cutbacks from headlines in the daily press - not from management.

Labor leaders in Washington blamed the War Department for "releasing prematurely" the news of the cutback to the Los Angeles press. The article further reveals that a rush of cutbacks is expected by big business and quotes as authority the Wall Street Journal which states that "The army and WPB have set up a new schedule of arms cutbacks much sharper than previously announced."

CALIFORNIA STATE FEDERATION OF LABOR WEEKLY NEWS LETTER (AFL) reports the California Federation much concerned over the recently announced plans of the Navy and the U. S. Maritime Commission to discontinue new vessel construction on the Pacific Coast. Contrary to general opinion, the Federation expresses doubt that ship repair work will give employment to the 350,000 workers now employed in shipyards. The Federation has addressed an appeal to Congress explaining that it is "interested in protecting the jobs of these workmen and in protecting the shipbuilding industry on the Pacific Coast."

AMERICAN AERONAUT (AFL) Los Angeles, publishes layoff procedures mutually agreed upon by District Lodge 727 of the AFL-IAM and the Lockheed Corporation covering seven points, the first of which is that layoffs are to be made primarily on the basis of the principle of company wide seniority.

SHIPYARD WORKER (CIO) says that "The urgency and wisdom of the IUMSWA -CIO policy of demanding that the shipbuilding industry be immediately converted to a 40 hour week with the same take home pay for the workers as for 48 hours was again demonstrated this week when a War Shipping Administration order required contractors on both repair and new construction to reduce their hours of work". Workers who will be affected by this order are faced with a considerable reduction in weekly earnings.

STABILIZATION

ECONOMIC OUTLOOK (CIO) quotes BLS figures to prove that time lost from war and civilian production in 1944 through strikes and lockouts dropped by a third from the 1943 total. The article continues: "We have heard much of strikes, but the report by the Labor Department that 15,000 Americans lost their lives in work accidents in 1944. created no front page headlines. Radio commentators did not dwell on the 1700 workers who were totally disabled for life, nor the 94,000 who were partially disabled. The immediate loss of 43 million workdays and the future loss of a total of 233 million workdays through industrial accidents was quite overlooked in the flurry over the 8.5 million workdays lost through strikes and lockouts."

AFL WEEKLY NEWS SERVICE reports a union with a perfect no-strike record since the war - the Seattle local lodge of the International Association of Machinists which represents the thousands of workers employed by the Boeing Aircraft Company. The plant manufactures Flying Fortresses and Superfortresses.

The employees of Wm. H. Burns International Detective Agency "noted union-busting firm" are now protected by a union, Local 273 of the Private Property Protectors (AFL) KENOSHA LABOR (AFL-CIO)

POSTWAR

BREWERY WORKER (Ind.) has an editorial on wage policy and full employment based on statements by Mariner S. Eccles and E. A. Goldenweiser, both of the Federal Reserve Board, emphasizing the need for a high level of consumption after the war as the basis for a full employment policy., and the importance of an adequate wage policy. Mr. Goldenweiser emphatically states that "the best way in which standards can be obtained without too much government interference is by increased bargaining power, and bargaining power means organization. Therefore, what we need is better organization among the lower income groups. This should be a broad objective of public policy."

Hailed by representatives of managment and labor as a milestone in employer-employee relationships, eight industry representatives and eight officers of the Amalgamated Clothing Workers Union (CIO) amid appropriate ceremonies, affixed their signatures to the collective agreements setting up the Amalgamated Cotton Garment and Allied Industries Insurance Fund. This will be used to provide life, health, accident and other insurance benefits for 100,000 Amalgamated Clothing Workers Union members employed in cotton garment and allied industries. ADVANCE (CIO).

MINNESOTA UNION ADVOCATE (AFL) praises a recent Fact Sheet issued by the War Department to the U. S. fighting forces which warns that "fascism can happen here if the people are not on their guard". The article describes the smashing of trade unions by fascists in order to reward the industrialists and financiers who set them up and makes clear that "whenever free governments any where fail to solve their basic economic and social problems there is always the danger that a native brand of fascism will arise to exploit the situation and the people.....Many in their misery seek to find somebody to blame. They look for a scapegoat as a way out. Fascism is always ready to provide one - Jews, Catholics, Negroes, Labor unions - any group upon which the insecure and the unemployed can be brought to pin the blame for their misfortune."

INTERNATIONAL

The April issue of AFL LABOR'S MONTHLY SURVEY is devoted to a discussion of the task of organizing for peace. "Workers look to the United Nations Conference on World Organization in San Francisco with hope, for they more than any group have borne the brunt of this war, as they bear the brunt of every war. The conference which opens there on April 25 has rightly been called "the most fateful conference in all American history."

"Labor will only whisper at the San Francisco Peace conclave", says the AMERICAN LABOR CITIZEN (AFL) San Francisco. Although the State Department issued invitations to 31 organizations, including the AFL, CIO and Railroad Brotherhoods, the department made it clear that organized labor would have no official voice and would not attend even in an "advisory" capacity.

Joseph D. Keenan, Vice Chairman for Labor Production of WPB, and William Leiserson, formerly of the National Mediation Board, are to leave soon for Germany to aid in the revival of German trade unions. ST. LOUIS LABOR TRIBUNE (AFL)

THE DISPATCHER (International Longshoremen's Union - CIO) reveals that a law just passed in France makes mandatory joint worker management committees in all French factories employing more than 100 salaried workers. Although severely criticizedby French trade union leaders, the article states that the bill provides for committees "with much more power than similar committees in Britain or the United States".

Representative Andrew Biemiller warned in an address to the Midwest Conference of Independent Voters that the Bretton Woods proposals for the creation of an international bank and currency stabilizing fund present the most important issue before liberals today. He charges that Wall Street is leading the scrap in Congress against Bretton Woods - "The bankers don't want to see any curtailment of their privilege to gamble in international currency." KENOSHA LABOR (AFL-CIO)

American trade unionists of Italian extraction have called on members of Congress to urge prompt passage of House Resolution 99 calling for full recognition of Italy as a fighting ally, and her prompt inclusion in the family of the United Nations. ADVANCE (CIO)

MISCELLANEOUS

Speaking of the divided labor movement, at a testimonial dinner in honor of the birthday of Max Zaritsky, President of the United Hatters, Cap and Millinery Workers, AFL President Green declared: "I know there are those who have resigned themselves to the existence of two dual labor movements in America. They may even try to convince you that no serious harm to labor will result. But they are utterly and completely wrong. I will never rest until labor is once again united into a single, all-powerful trade union movement in America. I will never cease to explore every possible avenue to reach that objective." AFL WEEKLY NEWS SERVICE

The New York Times has joined the ranks of those calling for a Merchant Seamen's Bill of Rights, says the SEAFARERS LOG (AFL). A recent article points out that while merchant seamen have performed some of the most dangerous war services, no effort has been made to "recognize the dignity of the service and give to the thousands of disabled merchant marine veterans some distinction from members of the civilian population who have taken no risk and suffered no injury connected with war."

BRIEF DIGEST OF THE LABOR PRESS

RESTRICTED

April 23, 1945

This digest has been prepared for the use of the WPB labor staff and other interested government officials.

We shall appreciate your comments or suggestions. Our telephone is Republic 7500, Extension 73618. Ask for Malcka Stern.

From an editorial in the AFL WEEKLY NEWS SERVICE: "Franklin Delano Roosevelt may go down in history as the architect of world peace or as an outstanding military strategist, but to the men and women of labor in this country he will always stand as the great champion of the cause of the underprivileged........ Labor's loss in his death cannot be expressed in words. He will be mourned by men and women who never saw him in the flesh, who never spoke to him, but for whom he will always remain a symbol of kindliness and decency." Outstanding social reforms achieved during his administration are listed: The National Recovery Act, National Labor Relations Act, Social Security Act, Fair Labor Standards Act, Federal Deposit Insurance Act.

AFL President William Green is quoted: "President Roosevelt gave his life for his country. It is now the personal duty of every one of us to carry on to a successful conclusion the two great goals on which he had set his heart - winning the war and the establishment of a just and enduring peace. This is the most fitting memorial we can build to the great humanitarian who will forever be regarded by the men and women of labor as their true friend and champion."

For President Truman, Mr. Green has high praise: "Our new President, Harry S. Truman, is ideally fitted by nature and experience to carry out these objectives. He can and will unite America, not only for the consummation of military victory but for the inauguration of a postwar program of enduring peace and domestic prosperity."

CUTBACKS, PRODUCTION AND POSTWAR

AMERICAN LABOR CITIZEN (AFL) California claims that the change in designation from Group I to Group II doesn't seem to have any particular significance so far as the unemployment situation in the San Francisco Port Area is concerned. "The shift has not as yet brought relief to the fast cluttering condition of the market," nor have any new contracts been brought into the area. "In the meantime, the labor market is really beginning to be glutted and thousands of workers who could be used here when the Pacific offensive reaches its peak, are leaving the area after shipyard layoffs and returning to the East and Middle West to find themselves productive and permanent jobs.....The Bay Cities Metal Trades Council is as much concerned about the economic condition of the workers who built the great bulk of America's wartime merchant and tanker fleets as it was on the day when it called its emergency meeting on March 13."

The AMERICAN LABOR CITIZEN also claims that the jobs which are available "not only offer a substantial wage scale reduction," but are also "jobs with firms and installations that operate under non-union, and therefore substandard working and pay scale conditions."

UE NEWS (CIO) reports with pride that Sperry workers, especially women, were given credit by Sperry Corporation President Morgan for having played an important part in the tremendous victories of the U. S. Navy. Revealing the story of the Navy gunsight, Mr. Morgan related how it enabled the Navy to take on the enemy's airplanes after it had seemed that the day of surface vessels was over. So exacting were the plans that it did not seem possible to meet them. But meet them the Sperry workers did.

JUSTICE (ILGWU-AFL) describes Bernard Baruch's prediction of five to seven years of prosperity for the United States after the shooting is over as an "infectious piece of optimism." "Frankly, we like it. His supplementary comment that what happens after those five or seven years 'depends on the peace the big boys are preparing for us now' makes even better sense."

The recently formulated housing program by federal housing officials also meets with the approval of JUSTICE (AFL). "As a curtain lifter on postwar things to come, it is by far the most realistic promise toward meeting one of America's most pressing needs."

James G. Patton, President of the National Farmers Union, in an article in the AMERICAN FEDERATIONIST warns that farmers and workers must join together to strengthen economic democracy. "Divided," he says, "we will lose the peace; together, we can make this truly the century of the common man." He calls for the establishment of a Missouri Valley Authority patterned after the TVA.

CIO NEWS reports: "The long Congressional trail to the Missouri Valley Authority project started in the Senate Commerce Committee this week with testimony by John Brophy and James A. Davis, Chairman and Secretary of the CIO-MVA Committee. MVA, which means hundreds of thousands of jobs for workers, farms for veterans, new industries and a better life for a nine state area, faced a hostile committee in the first hearings."

STABILIZATION

"Pass the spam," says James Wechsler in the GUILD REPORTER (CIO). He lashes out at the press which extends "dignified and reverential treatment" to lobbyists for war profiteers at the same time that "responsible labor leaders accept unprecedented wage controls, combat wild cat strikes, sell the doctrine of patience to their members, keep their eyes on the main business of conquering fascism and receive steady abuse from the heavy thinkers who write for publication." He believes that American soldiers and sailors are "victims of the greatest campaign of misrepresentation, fraud and deceit ever perpetrated in our nation's history. They have not been told the truth about the home front.....because, with few exceptions, the men and agencies which control the distribution of information are consciously and subconsciously covering up for the fat boys." He asks: "Why is it big news when 150 men stage a wildcat, and backpage stuff when a giant corporation officially sits down to extort higher profits.....the competition is busy proving we would all eat more meat if the packers made more money."

UNITED MINE WORKERS JOURNAL (Ind.) quotes excerpts from Senator Wayne Morse's recent denunciation of compulsory labor legislation: "If I wanted to be sure how a labor dispute should not be settled, I should first seek the views of the high military and naval officials of the country.....I do not think our men in the military services abroad have been given a balanced picture in regard to the great job that has been done on the home front. When the men come back and find out what we have been doing on the home front, and the extent to which they were misinformed while in service, it will be found that what is said in these emotional appeals which are being made now to the effect, 'just wait until the boys get home; they will do something about it', will come to pass, but in a different way than those making the arguments think."

And a letter received by AFL Director of Organization Frank Fenton from a GI fighting in France seems to corroborate Senator Morse's final statement: "It is my belief, contrary to the anti-union propaganda at home, that our unions are safe from the threat of GI destruction. Instead of the predicted death for unions, there will be an influx of new, rugged and, at times, reckless blood which may prove hard to satisfy or control. Never will any serviceman forget that the best organized outfit wins."

AFL General Counsel Joseph Padway in an article in the AMERICAN FEDERATIONIST (AFL) on "Are Royalties Wrong" discusses the "crocodile tears" which are shed over the quarter of a cent royalty on each 35 cent record won by AFL musicians for their employment fund, contrasting the furore this raised with the mild acceptance by the public of the rise in price of a three cent newspaper to five cents "on a commodity purchased by the consumer every day." He calls attention to the fact that recorded music is an industry built up exclusively by a mechanical invention which displaces human labor and that "those who benefit from the displacement of human labor, particularly the employers, should share the burden of cost to the displaced workers." He quotes Isador Lubin, U. S. Commissioner of Labor Statistics: "One thing is evident.....everybody is agreed the displaced worker should not bear the cost. I personally think the cost should be borne by those who benefit from the displacement.....industry, which profits by this displacement and consumers who profit should share some of the burden with the displaced worker."

An editorial by Joe Curran (NMU-CIO) President, expresses concern over the possibility that the war bonus now paid maritime workers may soon be rescinded. This would be equivalent to a wage cut and members of the union have been asked to send wires to the Maritime War Emergency Board, demanding that no bonus cuts be made until the war with Japan is over. If bonus cuts are considered, Curran feels that the union's demand for wage adjustment upwards should be substituted. He reveals in the editorial that the BLS, acting on a request from the War Shipping Administration, is now conducting a survey on the wages and expenses of seamen.

SEAFARER'S LOG (AFL) labels War Shipping Administration proposals for "incentive pay" to keep seamen on a ship for more than one trip "a move to undermine the collective bargaining structure of the seaman's unions."

Although the annual wage is becoming a recognized part of the wage policy of American industry, AFL President William Green in an article in the AMERICAN FEDERATIONIST (AFL) warns that "we must not look upon the annual wage as a magic formula. It is not applicable in all situations. Nor does it lend itself to general application by government mandate. The annual wage involves every issue of wage and employment policy, and should be applied on a voluntary, not a compulsory basis." He mentions the construction industry as one area of employment in which the annual wage plan cannot be made effective.

NEWS OF STATE, COUNTY AND MUNICIPAL WORKERS (CIO) reports that the Municipal Workers have signed a contract with the City of New York, winning substantial wage increases and a guaranteed annual wage for a large number of classifications, including auto mechanics, wheelwrights, stokers, oilers and water tenders.

MINNESOTA UNION ADVOCATE (AFL) calls attention to the plight of "Uncle Sam's forgotten workers - nearly 300,000 postal employes" who have renewed their battle for a wage increase that was almost won in the previous Congress, and who have not had a wage increase in 20 years.

From an editorial in the UNITED MINE WORKERS JOURNAL (Ind.) on the wage contract recently negotiated between the miners and operators: "Once again the UMWA has demonstrated in a manner that ought to convince every thinking American that free collective bargaining is the best and only satisfactory method of adjudicating controversial wage questions and shop practices, and establishing acceptable, sane industrial labor relations."

AERO NEWS (IAM-AFL) reports an agreement between the union and Consolidated Vultee on ways and means of effecting the recent NWLB directive granting a five cent increase in the wage rates of a number of labor grades. An ingrade review is to be held at which all employes affected by this order will be given consideration.

MISCELLANEOUS

JUSTICE (AFL) reports the return of the four American women trade unionists who left the United States two months ago under the auspices of the WPB Labor Production Office, to visit industrial centers in Great Britain. They brought with them four British women trade unionists who will engage in a similar mission here. CIO NEWS publishes a lengthy interview with members of the group..... Current issue of the GUILD REPORTER (CIO) contains the concluding article in the series by Albert Hamilton of Labor Press Associates on how the Department of Labor can truly serve the nation's wage earners.....GUILD REPORTER also announces a comprehensive pension plan adopted by the St. Louis Post Dispatch for its employes.

Creation of a New Government Employes Council of the AFL to improve economic conditions of the Federal Civil Service worker and to intensify efforts to organize such workers has just been announced. AFL WEEKLY NEWS SERVICE.

~~Bland~~ Doughton ~~Whitelock~~

A BRIEF DIGEST OF THE LABOR PRESS

April 16, 1945

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We shall appreciate your comments or suggestions. Our telephone is Republic 7500, Extension 73618. Ask for Malcka Stern.

With the exception of the CIO News, no labor papers commenting on the passing of Franklin Delano Roosevelt have yet been received. We quote from the CIO NEWS: "Labor has lost a friend. From the very first in 1932 he was the people's champion. His program meant food and jobs. He faced the greatest economic crisis of our country. Then he faced a troubled world. And Roosevelt's name became a symbol of hope, of freedom to the peoples of the world"........ "No other American has meant so much to so many."

RECONVERSION, CUTBACKS AND POSTWAR

LABOR (RRB) quotes Leo Cherne of the Research Institute of America as authority for the statement that we will have 19 million jobless after the war. According to Mr. Cherne a "frightening" disaster is going to hit Congress and the government agencies like a landslide if they continue "to talk instead of act." One practical measure suggested by Mr. Cherne would be the 30-hour work week which would make full employment possible. Senator Wagner is also quoted: "Our postwar hopes will vanish in thin air unless we have concrete plans and programs. At present, we are terribly deficient in concrete preparations."

Senator Wagner has announced that public hearings to develop all the facts bearing on full employment after the war will be opened by the Senate Banking and Currency Committee soon. He described mass unemployment as the "greatest threat" to the freedom of the Nation's economic and political institutions and declared that it would make it "impossible" for the United States to exert its full influence toward a lasting peace. Witnesses from all walks of life will be called, Senator Wagner said, and testimony from war veterans will be awaited "most anxiously." AFL WEEKLY NEWS SERVICE

Although President Green, as reported by AFL WEEKLY NEWS SERVICE, in a recent radio address praised highly the widely heralded new charter for labor and management, it received quite a blow this week, says LABOR (RRB) when Vice-President Hutchinson of Chrysler Motor Company "threw a monkey wrench in the shape of a program of union smashing legislation." He announced his intention, says LABOR, at a Washington press conference sponsored by the Automotive Council for War Production - "an organization of manufacturers which has been openly anti-union and is expected to be a spearhead of a drive against labor organizations after the war."

The BREWERY WORKER (Ind.) quotes from the Wall Street Journal which takes to task Ira Mosher, NAM President, for his alleged statement that the labor management charter is "premature"......."We do not agree," states the Wall Street paper, "Leadership in any field looks premature to some observers. The code is a new departure in the right direction and it could, as its authors hope it will, lead to the unfolding of a new era in American industrialism. It breathes a real spirit of tolerance and mutual respect on both sides of the bargaining table."

ST. LOUIS LABOR TRIBUNE (AFL) reveals that a special study of the effects of war contract cutbacks made by the BLS backs up what organized labor has been contending for over a year - that war production cutbacks frequently come without any advance notice and often so suddenly that management can make no plans for civilian production, and workers with only a few hours notice are out of jobs.

At a recent meeting of the General Executive Board of the CIO Marine and Shipbuilding Workers Union resolutions were passed condemning the hasty cutbacks in the shipbuilding program which were made "without a survey and without sound planning." A proposal was presented for establishment of a 35-hour week "as a means of maintaining the efficiency and productive capacity of the American shipbuilding industry through orderly processes, as shipbuilding demands taper off." A comprehensive plan for a guaranteed annual wage for shipbuilding and ship repair workers, based upon a $3,000 wage standard skilled mechanics, with other groups paid in proportion, was also adopted. SHIPYARD WORKER (CIO)

KENOSHA LABOR (AFL-CIO) finds government statements "confoosin". The paper states it received an OWI release emanating from the WPB Copper Division, advising that the nation's brass mills must increase their output in order to keep up with the firing of shells in the battle areas, which seems to be in direct contradiction to another OWI release, quoted in the Chicago Sun, that according to the Army Ordnance Department, a reduction of ten percent will take place in the nation's artillery program. The cutback is said to total 20 million dollars and will necessitate the laying off of "an undisclosed number of workers."

In order to reassure the membership of the Rubber Workers Union that the real reason for the temporary reduction of the work week in tire plants is the shortage of carbon black, the UNITED RUBBER WORKER, (URWA-CIO) devotes its April issue to background explanation of the causes for the existing serious shortage. It is hoped that by the end of April considerable additional annual capacity will be added - 56 million pounds channel and 112 million pounds of furnace black, with the program to be completed by June, 1945. One article entitled: "They helped us investigate the carbon black shortage" lists the names, among others, of Labor Vice-Chairman Joseph D. Keenan, Deputy Vice-Chairman Alan Strachan, and Lewis Markus, of the Office of Labor Production.

STABILIZATION, WAR LABOR BOARD

Although a definite policy on reconversion pay has not yet been adopted, labor is much encouraged by a recent WLB decision preventing the Richmond Radiator Company, Uniontown, Pa., from reducing a 78 cents an hour minimum for common labor to 72½ cents. The ruling provides that "any substantial reduction in wages, once reconversion takes place on a large scale, would result in wide deflation, with harmful consequences to the national interests." BIRMINGHAM NEWS DIGEST (CIO)

TEXTILE LABOR (CIO) A second shift differential wage of four cents an hour and a second week's vacation with pay have been won by the TWUA for workers in the American Woolen Company mills. It is estimated that the awards, made by the WLB last month, will put an additional $1,400,000 into the pay envelopes of the company's employes every year. However, with the exception of employees of seven cotton mills who are entitled to pay increases under the WLB directive of February 20 because the mills where they work did not ask for price relief, workers in the remaining 47 mills will have their wage increases held up until OPA can pass on petitions in which the mills asked for price increases.

Another item in TEXTILE LABOR (CIO) mentions a swing toward higher dues in local unions of TWUA to set up reserves in order to combat any "attack upon labor that the peace may bring."

Government efficiency, says KENOSHA LABOR (AFL-CIO) is being seriously impaired by the six day work week for Federal employes which has been in effect for four years: "The extra hours worked are beginning to lose their value in terms of quality and quantity of work produced."

This week's issue of the UNION REGISTER (AFL) Seattle, organ of the Lumber and Sawmill Workers Union (AFL) carries huge headlines: "Speed-up Conspiracy Uncovered" in which WPB and WLB are accused of a "plot to introduce a Bedaux speed-up system in the lumber industry." A "sinister conspiracy" to reduce the higher wage rates and other advantages achieved by the union is claimed to have been uncovered: "Wherever the WLB or its lumber commission knocks down wage rates, a WPB management consultant appears on the scene with the incentive scheme and encourages the employer and the union to make a joint application to put it into practice. The WLB or the West Coast Lumber Commission has already established the policy of circumventing the wage freeze in this manner, and is sure to approve the plan. Workers faced with a wage cut are supposed to be susceptible and will grasp at this straw in order to maintain their take home pay."

How the Mellon interests staged a sit-down strike against the government "at the most crucial stage of the war" is described in an article in LABOR(RRB). Will Clayton, testifying before the Senate Small Business Committee, revealed that one of the concessions the government was forced to make to Alcoa "was the financing without interest of the 65 million dollar Shipshaw plant in Canada - an Alcoa subsidiary" and further "the government has just given the Canadian company a contract for 250 pounds of aluminum at a time when a number of American plants are idle or on a reduced schedule."

LABOR (RRB) says the agreement reached by the miners and operators is a feather in the cap of Labor Secretary Perkins, since it follows the lines of her recent proposal, at first rejected by the operators. Estimated boost in the miners' wages will be $1.20 to $1.30 a day.

MISCELLANEOUS

Financed by a fund of $15,000 contributed by the UAW-CIO workers at the Spicer Manufacturing Company in Toledo, a group of the union's tool and die makers in that plant have perfected a machine for preparing polio packs, it was revealed by UAW-CIO Vice President Walter Reuther. The workers contributed their own time and money and have turned over all patent and royalty rights to the Toledo Society for Crippled Children. INTERNATIONAL WOODWORKER (CIO)

The Connecticut Federation of Labor hails the passage of the State Labor Relations Act which "furthers the unity of organized labor and management in the war effort, and will be of great benefit in stabilizing labor relations in the difficult period of reconversion." UNION TIMES (AFL)

Many labor papers, including the ALABAMA NEWS DIGEST (CIO) have commented on the pending eviction of 580 farm families from their homes in southeast Missouri, which are about to be auctioned off by FSA. The Southern Tenant Farmers Union has carried the plight of these sharecroppers to Congress. Representative Frank Hook of Michigan has espoused their cause and said he was "in favor of pushing through special legislation if the FSA and NHA did not do something to prevent the evictions."

ST. LOUIS LABOR TRIBUNE (AFL) publishes an interview with Irving Brown, formerly of the Office of Labor Production who has just been named to a high position with the Foreign Economic Administration to assist in the resurrection of free German and Austrian trade unions. UNION LEADER (RRB) Chicago quotes State Department spokesmen as saying that "if Germany and Europe can be reorganized as part of a peaceful world, it will largely be through revived trade unions in those countries where unions were crushed by warlike dictators."

The Brooklyn CIO has opened a Workers Personal Service Bureau to serve the 200,000 CIO members in Brooklyn with problems of "health, family, children, housing and legal troubles," to be administered jointly by labor and social agencies. THE LABOR HERALD (California)

A pamphlet entitled "International Labor Standards - a Key to World Security" has been issued by the Textile Workers Union of America (CIO) and will be sent to the delegates of the San Francisco Conference. TEXTILE LABOR (CIO)

KENOSHA LABOR (AFL-CIO) has a picture of the Dymaxion House with the by-line: "After the war you'll be able to buy this union made house for the cost of an automobile." Members of District Lodge 70, IAM-AFL have a contract with the Beech Aircraft Company covering production.

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A BRIEF DIGEST OF THE LABOR PRESS

April 9, 1945

This digest has been prepared for the use of the WPB labor staff and other interested government officials.

We shall appreciate your comments or suggestions. Our telephone is Republic 7500, Extension 73618. Ask for Malcka Stern.

MANPOWER, PRODUCTION, CUTBACKS

The AFL WEEKLY NEWS SERVICE starts off its current issue with the statement: "This is V-S Day for American workers because the slave labor bill under consideration by Congress is dead." The resignation of former War Mobilization Director Byrnes seems to have proved the "clincher," aided by the statement in Byrnes' recent report that the contemplated manpower controls would extend to the production of civilian goods even into the reconversion period.

Unless drastic steps are taken by the government to head off such developments, the reports of an increasing number of cutbacks and layoffs in many parts of the nation provide a preview this week of wide-spread joblessness facing workers after the war. In Portland, Oregon, according to LABOR (RRB) 10,000 persons are walking the streets looking for work and before the year is over, the 112,000 now employed in shipyards will shrink to 25,000. Cutbacks are being announced by the Maritime Commission, the War and Navy Departments; and Consolidated Vultee at San Diego recently announced that its rate of bomber output was being slashed 20 per cent. LABOR warns that the manpower shortage "which the Administration has harped on for months" as grounds for a labor draft, may before long turn into a manpower surplus.

AMERICAN LABOR CITIZEN (AFL) California reports that while the Bay Cities Metal Trades Council is pressing for lifting manpower controls in this area, further action is being taken by these unions backed by employers demanding that WPB allow civilian reconversion in the idle war plants here. Reconversion work, the article suggests, would take up the growing slack resulting from layoffs in Bay Area shipyards, which total an estimated 9000 since February 1.

To help meet production schedules for B-29 bombers, immediate expansion of Southern California's aluminum industry has begun, involving a $475,000 enlargement of the Alcoa plant in Vernon. UAW-CIO Local 808, bargaining agent at the plant, announced that war veterans may join the union without payment of initiation fees. WMC officials urged men not now employed in essential industry to take jobs in local aluminum extrusion plants. THE LABOR HERALD (CIO) California.

Indiscriminate drafting of key men in the copper industry, together with low wages and inefficient use of available manpower is causing an "ever continuing decrease in production in this war vital material," reports the TRADE UNION COURIER (AFL) New Jersey. The shortage is so critical that it has been necessary to import Jamaicans. WPB officials are at work on the problem, states the paper, and it is hoped that not only will key men in the industry be deferred, but others already drafted will be permitted to return. In the latter respect an instance of bungling is reported in the case of miners who were released from the Army to go into copper mines, many of them being coal miners who knew nothing of copper mining.

It costs U. S. taxpayers $25 a day to support and guard each prisoner of war working in a plant or on a farm, says the LABOR BEACON (AFL) Indiana. If employers paid just ten cents an hour more to American workers, claims the BEACON, there would be no need for using POWs to help out in alleged manpower shortage areas - thus costing less than a dollar a day to give American workers the scale they want and saving the Government $24 a day now paid for POW labor.

STABILIZATION, WAR LABOR BOARD, OPA

Practically every labor paper received this week, both AFL and CIO, carried a story commending the President's proposed guaranteed annual wage study.

The AFL **WEEKLY** NEWS SERVICE reports that AFL President Green has pledged support to the United Mine Workers in their current critical fight for wage adjustments. The TEXTILE CHALLENGER (AFL) views the miners' demands as "moderate, reasonable and just."

The UNITED MINE WORKERS JOURNAL (Ind.) discussing its ten cent a ton royalty proposal points to an editorial in JUSTICE (ILGWU-AFL) which reveals that the Ladies Garment Workers Union has won welcome features for practically its entire membership which "amount roughly to ten-million dollars annually. "The Amalgamated Clothing Workers (CIO), the editorial continues, has "obtained vacations with pay and health and death benefits for its members, similarly financed through industry contributions." And JUSTICE approvingly states that the "miners' program appears to fit well into the wartime picture. There is nothing in the miners' demands that could not be settled by give and take negotiation or that would dislocate the mining industry or the national economy."

SEAFARERS' LOG (AFL) says that "hearing the howl that has been raised over the miners' demands.....you might think that John L. Lewis was taking over the country. Actually the miners who have been notoriously underpaid, wretchedly housed and ill fed, have raised no revolutionary demands."

John L. Lewis' ten cents a ton royalty proposal seems to be the direct cause for the new anti-labor measure being offered by Senator Bailey, says RACINE LABOR (AFL-CIO). The Bailey bill would outlaw employer payments to a union for any purpose other than a straight checkoff of dues. Union officials claim the bill, if enacted, would hit health insurance funds already established in many industries through collective bargaining between unions and employers, such as those in the Hatters and Ladies Garment Workers' Unions, both AFL and International Teamsters Union President Daniel J. Tobin has an article in the INTERNATIONAL TEAMSTER on the status of the affiliation of the United Mine Workers with the AFL. Viewing progress made in this direction as most encouraging, he says it opens the door to every CIO union to make application for a charter embracing their full membership, particularly referring to the Auto Workers, the Amalgamated Clothing Workers and the Steel Workers. Labor, Mr. Tobin states, will continue to be "persecuted and prosecuted and crucified" as long as the labor movement is divided. "Today labor is kicked around by those it helped to create, politically and otherwise, and there is no one to blame except the leaders of labor who have continued this division within the ranks of labor, many of them because of their personal desire to be leaders."

No less an authority than Senator Wayne L. Morse, formerly a member of the National War Labor Board, declared on a nation-wide radio program this week that "during the war, the public.....has been fed strike news, but little news about the unworthy conduct of employers which too frequently has been provocative of labor unrest." He accuses employers of taking advantage of labor's no-strike pledge by refusing to settle grievances quickly and fairly; the government too comes in for a share of criticism in this respect, and as for loafing in war plants, Senator Morse says workers have struck in protest against being forced to loaf. LABOR (RRB)

The UAW-CIO's National General Motors Council, acting on a recommendation of Walter Reuther, Vice President and Director of the union's G-M department, has directed the opening of negotiations with the corporation for creation of a Social Security Department to be financed by G-M. The union wants the company to contribute a sum equivalent to 3% of each worker's earnings annually for the purpose of providing the G-M workers with life, sickness, accident and disability benefits. UNITED AUTOMOBILE WORKER (CIO)

UNITED AUTOMOBILE WORKER (CIO) quotes UAW Vice President Walter Reuther as charging that rigid application of the War Labor Board's "unsound area wage bracket system" would undermine the whole General Motors wage pattern." He warns that the "bracket-racket" system is bringing a feeling of insecurity to workers in Detroit plants that may result in postwar economic chaos, and continuation of the present system will make cities like Detroit and Flint "ghost-towns."

Another item in the UNITED AUTOMOBILE WORKER reports with much satisfaction that during the recent fifteen day "escape" period ordered by the WLB in General Motors plants, the UAW gained more members than it lost - "The G-M workers have stuck to their union despite the high powered anti-union campaign engineered during this escape period by the Automobile Manufacturers Association through the so-called Automotive Council for War Production."

STEEL LABOR (CIO) Government witnesses at the trial of Weirton Steel on National Labor Relations Board charges of contempt of court charges that the company offered them large sums of money and other inducements if they would not testify at the trial. It was revealed that the company refused to rehire skilled workers who were needed for critical war production because they belonged to the CIO union.

Donald Montgomery, UAW-CIO Consumer Counsel writing in the UNITED AUTOMOBILE WORKER reports on a meeting recently held in Washington at which James Patton of the Farmers Union and CIO Secretary Treasurer James Carey blamed our present food administration for the scarcity of food we now face. Mr. Montgomery addressing the President suggests a change in WFA, stating: "It's time to reform or remove the people who deliberately set out to trim our food stock piles down, and month by month boasted of their success.....it's time to get a food administration that will treat food first as something to feed people, and will give only second thought to the profits of food industries and their demands that rationing be lifted and stock piles reduced."

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PACKINGHOUSE WORKER (CIO) says that OPA Administrator Bowles lashed out at the American Meat Institute for trying to wreck price control by capitalizing on the critical meat situation. Bowles stated that the shortage in meat would not be relieved in any degree by higher returns to packers "whose wartime earning record is phenomenal."

Veterans In RACINE LABOR (AFL-CIO) an official of the Veterans of Foreign Wars warns local veterans who do not plan to resume their educational careers to take available war jobs, rather than apply for unemployment pay to which they are entitled under the GI Bill. He suggests that the veteran regard his unemployment pay provisions as an insurance policy which can be cashed in when absolutely necessary in the reconversion period.

AFL WEEKLY NEWS SERVICE reports that the California Labor School has been accredited by the Veterans Rehabilitation Administration, making the school eligible to veterans for full or part-time study under the GI Bill.

Women Secretary of Labor Perkins writes an article for the COLORADO LABOR ADVOCATE (AFL) on the responsibility of labor women as good citizens. Calling attention to the marked increase in the membership of women in trade unions at a time when the labor movement as a whole finds itself facing new responsibilities and opportunities, she spells out how they can be of service not only to organized labor, but to the nation as a whole.

WISCONSIN CIO NEWS reports a radio address by a member of the Legislature discussing a bill providing for equal pay for equal work for women. He declared that WLB policies of equal pay for equal work should be written into law by the nation and the states.

Italian women workers, reports JUSTICE (AFL) have formed their own labor federation. It is the first group of its kind and will be devoted to the labor and kindred interests of Italy's women.

In Plant Feeding A survey of the need for inplant feeding is reported by the War Food Administration in the industrial and warehouse districts of San Francisco. The study is sponsored by San Francisco distributors following a request by the Industrial Longshoremen's Union (CIO) filed with the WPB Office of Labor Production. STEEL LABOR (CIO).

~~Mr Whitelock~~ ~~Blood~~ ~~Boughton~~ MWR

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A BRIEF DIGEST OF THE LABOR PRESS

April 2, 1945

This digest has been prepared for the use of the WPB labor staff and other interested government officials.

We shall appreciate your comments or suggestions. Our telephone is Republic 7500, Extension 73618. Ask for Malcka Stern.

PRODUCTION AND MANPOWER

AFL President William Green in a strongly worded telegram addressed to all members of Congress urged them to vote against the conference report on manpower legislation and to defeat it decisively, reports the AFL WEEKLY NEWS SERVICE. Passage of the bill now, Mr. Green states, is "unjustifiable and indefensible" in the light of the production record of American workers which have contributed so largely to the crushing of the German armies. The bill, Mr. Green maintains, would impose on American workers "conditions approximating slavery."

In spite of an alleged "doctoring" of the latest WPB progress report to prove the need of a labor draft, LABOR (RRB) states that the report shows the daily rate of production during February in the 13 most critical programs of the war effort shot up 20 percent over January despite the worst weather in years - "and without a labor draft." The report blames manpower shortages and nuisance strikes for the two percent less than schedule total munitions program, while the real reasons, LABOR contends are deliberately played down "in order to drum up propaganda for a labor draft law." But the report's facts and figures, the article continues, "stripped of its gloomy contents", are calculated to warm the heart of everyone interested in winning the war. Union circles are said to consider the jab at strikes "an unwarranted slur". (Another article in LABOR quotes the BLS strike statistics for February as 6/100 of one percent man-days lost by stoppages.)

A story in the AMERICAN LABOR CITIZEN (AFL) California gives several instances of the "manpower muddle" in the San Francisco Bay area. The Hammond Aircraft Corporation, constructed at expense of $90,000 to the government and employing 2200 workers was shut down after six months, and the workers dispersed. Then, more money was allocated for a new plant - China Aircraft, now in operation doing the same work as that done by Hammond (which is now an empty building.) China Aircraft employing 1000 workers has had to start from scratch, getting unskilled help in many instances because the trained employees of Hammond "have been scattered to the four winds."

Another article in the same issue takes local officials to task for having neglected the vital job of postwar planning. Mass lay-offs are coming, the writer states, and in their wake "mass quitting by the workers seeking in panic to protect their economic future." To add to the confusion war workers out of employment due to mass lay-offs in the Port area shipyards "are not being absorbed by the uptown shops associated with the California Metal Trades Assoc. or by any other private industrial group."

What the SHIPYARD WORKER (CIO) terms a brutally frank statement, was issued by Vice Admiral Vickery of the U. S. Maritime Commission to the effect that our nation's shipbuilding program would be virtually completed by the end of 1945, ending jobs for 521,000 shipyard workers. Although the Admiral is hopeful that these workers will be absorbed into other jobs, the International Union of Marine and Shipbuilding Workers (CIO) is not too sure about this, since neither the Maritime Commission nor the other government procurement agencies have accepted its proposals to establish a joint planning agency for allocating any new contracts upon the bases of available manpower and other productive resources.

UNION LEADER (AFL) Chicago, gives as an example of "man bites dog" news, the action of the Brass Mill Industry Advisory Committee of WPB in paying tribute to the corresponding labor advisory committee which the industrialists declared "made an outstanding contribution to the increase of production needed to meet high military requirements for 1945." The employers also commended the "phenomenally" successful "pass the ammunition" campaign launched by the unionists under which thousands of brass mill workers were induced to put in extra hours to bring output over schedule.

The Pass the Ammunition Drive receives a whole page story in the CIO NEWS, - a story of "hard handed men and women who've sweated out 12-hour shifts and seven day weeks to help pass the ammunition to the guys across the pond who need it." The story tells how through cooperation of AFL and CIO unions, together with management, guided by industry and labor advisory committees of WPB, production in brass and aluminum has soared to unbelievable heights.

The Lake County, Indiana, Central Labor Union Executive Board has expressed itself as strongly opposed to any move to bring in German war prisoners to ease alleged manpower shortages in that locality. The board suspects of "ulterior motives" any industry requesting p.o.w. labor, since with the cutback in shipbuilding many employes are now being released. It suggests that companies claiming a labor shortage often have such poor working conditions that they do not attract the unemployed - or they are not fully utilizing their present employees. LABOR BEACON (AFL) Indiana.

POSTWAR

Both LABOR(RRB) and the CIO NEWS have lead stories on the charter for postwar industrial peace agreed upon by representatives of the U. S. Chamber of Commerce, the CIO and the AFL. A committee has been set up to carry out the terms of the agreement, consisting of about 20 members and a full time working staff. From labor's standpoint the most important declaration in the code is recognition of the "fundamental rights of labor to organize and engage in collective bargaining with management, and through collective bargaining provide for peaceful settlement of differences whereby discouraging avoidable strife from strikes and lockouts." The other six points call for high employment and high wages; respect for the rights of management and private property; expanded social security; increased international trade and an effective world organization to secure the peace.

LABOR (RRB) claims that AFL circles are somewhat wary of the highly publicized annual wage study announced by the President last week. A prominent AFL leader is quoted: "It looks like just a scheme to take the heat off our demands for a change in the unfair Little Steel wage freezing formula." While leaders in all branches of organized labor liked the idea of a guaranteed annual wage, the paper states, some of them pointed out that the survey will undoubtedly go on for months and that it may be years before something is done about the proposition. In other words, the study seems to be a "pie in the sky" proposition.

Trouble has again flared up over the foundry situation. In St. Louis, 1100 striking foundry workers, members of the AFL Molders and Foundry Workers Union, faced reclassification for Army duty, failing their immediate return to work. The strike was called following delay by the War Labor Board in considering a union request for a five cent hourly increase agreed to by the eight companies involved. Local union officers have refused to abide by the international union's directive ordering the men back to work. CLEVELAND CITIZEN (AFL)

The AFL WEEKLY NEWS SERVICE reports that the National Labor Relations Board "which has reversed itself so many times that it is now completely dizzy" has reversed a previous decision and now permits foremen and other supervisory employees to join unions.

UNION REGISTER (AFL) Seattle, has high praise for the labor-employer relationship existing between the local union and the Flathead Pulp and Paper Company at Kalispell, Montana. The union has been able to obtain conditions "equal to the best in the Montana territory by direct negotiation" and "not a single condition has ever been obtained through a dispute case directive order of the War Labor Board."

UNITED AUTOMOBILE WORKER (CIO) charges that although some weeks ago Economic Stabilization Director Vinson announced that the government would withhold raw materials from the E. A. Laboratories of Brooklyn as a penalty for its defiance of WLB directives, not only is the company still receiving steel and other raw materials on government priorities, but it has actually been awarded additional government contracts.

The UAW-CIO still insists that the CIO withdraw its members from the WLB and demands that the President proceed without delay to replace the WLB with a new tripartite agency, representing labor, management and government which shall have full authority to grant labor equity and whose decisions shall not be subject to the veto power of any other government agency. The President is further urged to take "long, overdue steps" to correct the injustice to labor of the Little Steel wage freeze. UNITED AUTOMOBILE WORKER (CIO)

California labor papers are up in arms over the introduction of a bill into the State legislature to permit the manufacture of wearing apparel for children under ten in homes, as well as production of toys and dolls. The WEEKLY NEWS LETTER OF THE CALIFORNIA STATE FEDERATION OF LABOR (AFL) says it would open the door to make of the home an industrial sweat shop. The LABOR HERALD (CIO) also roundly denounces the measure. At the same time Labor Secretary Perkins according to the AFL WEEKLY NEWS SERVICE, in a letter to state labor commissioners urged all states to abolish industrial homework and hailed the recent U. S. Supreme Court decision sustaining the power of the administrator of the Wage and Hour Act to outlaw such homework in all industries engaged in interstate commerce.

Veterans Organized labor is participating in a concerted effort to settle once for all the "thorny" question of seniority, reports the AFL WEEKLY NEWS SERVICE. The AFL has prevailed upon General Hines of the Veterans Administration to establish a joint committee of labor, industry, and servicemen's organization representatives to draft a clear cut seniority policy, acting to head off any move to pit war veterans against civilian workers in the post-war scramble for jobs.

MISCELLANEOUS

The CIO NEWS claims that because AFL, CIO and RRB unions worked together in "exemplary unity" they were able to succeed in obtaining passage of 21 labor endorsed bills in the Washington State Legislature.....EL PASO LABOR ADVOCATE (AFL) reports that following charges of scandal and high pressure lobbying, the Texas House of Representatives voted 111 to 14 to investigate the "notorious" Christian-American Association which is sponsoring anti-labor legislation in Texas and many other states.....AERO NEWS (AFL) California, reports that 58 employees of the Consolidated Vultee Aircraft Corporation were poisoned by food served to them by Convair's Cafeteria system. Union officials have complained for some time about unfit food being served the workers.....Albert Hamilton of Labor Press Associates, following up his recent article in the GUILD REPORTER (CIO) on "Why Isn't the Department of Labor Functioning for Labor" has another article in the current issue entitled: "Department of Labor Cannot Afford a Popularity Contest".....NEW ORLEANS NEWS DIGEST (CIO) reports that CIO Secretary Treasurer James B. Carey told the Senate Labor Committee in testimony this week on a bill to set up a permanent Fair Employment Practice Commission that "job barriers against Negroes, Jews, Catholics and the foreign born are a barrier to full war production and a threat to wages and security after victory. LABOR (RRB) reports that top spokesmen for the State Department agree that if Germany and Europe can be reorganized as part of a peaceful world, it will largely be through revived trade unions in those countries where the unions were crushed by dictatorships.

~~BF5~~ ~~Whitelock~~ ~~Blood~~ ~~[illegible]~~ MVR files

A BRIEF DIGEST OF THE LABOR PRESS

March 26, 1945

RESTRICTED

This digest has been prepared for the use of the WPB labor staff and other interested government officials.

We shall appreciate your comments or suggestions. Our telephone is Republic 7500, Extension 73618. Ask for Malcka Stern.

PRODUCTION AND MANPOWER

The legislative situation in Congress on forced labor draft proposals has taken a "critical and dangerous turn" warns the AFL WEEKLY NEWS SERVICE. The legislation now rests with the conference committees appointed by the House and Senate "and the membership of these committees appear to be packed with proponents of forced-labor schemes."

The Labor Management Policy Committee of the War Manpower Commission, says LABOR (RRB), composed of representatives of organized labor, industry and agriculture flatly accuses administration officials of conspiring to stampede Congress into passage of forced labor legislation in using the New Bedford episode as a "guinea pig" to prove that the voluntary system of obtaining manpower has failed and that coercion is necessary. The Committee, on the contrary, believes that the failure of the New Bedford experiment is conclusive proof that compulsion will not work and maintains: "Our Committee is unshaken in its belief that free men are more productive than forced labor."

Marx Lewis in the HAT WORKER (AFL) has an article "The Weavers of New Bedford", giving cause and effect of the New Bedford WMC manpower draft. Mr. Lewis believes that a more effective War Labor Board could well have prevented the manpower headaches and if the WLB would only process the cases that are brought to it "in less than several years" it would help remove much of the resentment which lies at the bottom of the attitude of workers who still refuse to transfer to war industries.

He continues: "If the Board will not regard every attempt of the workers to retain or obtain a measure of social security when they go into war plants as a step toward inflation, it will render the war effort a distinctive service. If employers in war industries with the aid of the Board would not expect workers to go into plants, where in spite of all claims to the contrary, hourly rates are still far below what they should be and where the workers can manage to make ends meet only by working twice as long and twice as hard as they do in civilian industries, they will find workers more receptive to patriotic appeals."

Mr. Lewis points out that the enormous increase in labor productivity by our workers is overlooked by the press, while labor turnover, absenteeism and strikes constantly make the headlines. The first two he attributes to accumulated fatigue and strain from wartime living conditions and reminds us that between 1942 and 1944 only one tenth of one percent of available working days were lost because of strikes - strikes which might have been prevented, he feels, "if the WLB had not by its procrastination and delay helped employers goad the workers into precipitate action."

IF YOU CAN'T FIGHT --- GIVE!
CONSISTENT BLOOD DONORS ARE NEEDED!
START TODAY

AMERICAN LABOR CITIZEN (AFL) California, carries inch high headlines: "Manpower shortage bugaboo becomes unemployment spectre in San Francisco Port Area." The Bay Cities Metal Trades Council is demanding that the critical controls on the area be lifted and that new war contracts be allocated to the area to provide jobs for "workers highly skilled and otherwise, that are walking the streets looking for jobs or leaving the area for their homes in anticipation of getting work elsewhere because there are no prospects for continued employment here." The Richmond, California, Chamber of Commerce has also petitioned the government to lift the critical area manpower controls in the face of the growing unemployment situation in the city. An editorial in the paper bitterly attacks the government and Congress for failure to prepare for just such an eventuality when Congress "murdered" the Kilgore Bill which would "adequately take care of a growing unemployment situation in this or any other industrial area."

STABILIZATION

In the recent meeting of the CIO Executive Board, the members reaffirmed the CIO's no-strike pledge and demanded revisions of the Little Steel Formula. Despite pressure from the UAW-CIO and the Textile Workers (CIO), President Murray commented: "We want to reform the Board and have no intention of withdrawing from it." The CIO members of the WLB thereupon submitted to the President another report urging upward revision of the Little Steel Formula, with a warning that failure to raise wages would contribute to dangers of deflation with accompanying wage cuts and loss of employment. CIO NEWS

At the same meeting President Murray appointed a three-man final board of arbitration to settle jurisdictional disputes between CIO unions which have rival claims in the same field. SHIPYARD WORKER (CIO)

THE BREWERY WORKER (Ind.) editorializing over the recent dispute between the Brewery Workers Union and the Teamsters Union (AFL) in which NLRB was powerless to enforce the Teamsters Union to respect its decision, favoring the Brewery Workers, wonders "if perhaps all honestly conducted and law abiding labor unions shouldn't welcome some measure of Federal and State regulation and control over organized labor, for their own protection."

FORD FACTS (UAW-CIO) reports that the auto workers have voted two to one against strikes in war time. A referendum vote was conducted as the result of a decision made at the last UAW convention, to let the [illegible] membership decide the issue instead of leaving it to the elected delegates of the workers.

JUSTICE (AFL) publishes a digest of International Ladies Garment Workers Union Secretary Frederick Umhey's testimony before the Congressional Committee on the controversial M-388 Textile Order. Mr. Umhey emphasized the union's willingness to support the purpose of the order but questioned whether M-388 would achieve the ends for which it was designed. He charged that failure to consult with industry and labor before issuance of the order was the direct source of its shortcomings, and attacked low textile wages as the root cause of textile shortages.

RETAIL, WHOLESALE AND DEPARTMENT STORE EMPLOYEE (CIO) welcomes the appointment of Irving Abramson, President of the New Jersey State CIO Industrial Council, to direct the nation-wide Montgomery Ward organizing drive "in another move to smash the deadlock in the battle to bring Avery under the URWDSEA banner." The paper also reports that the New York John Wanamaker Department Store employees voted to join the URWDSEA in an NLRB election, as did the Welch Grape Juice employees of Lawton, Michigan.

Labor has denounced a WMC ruling, reports the AMERICAN LABOR CITIZEN (AFL) California, which in effect "freezes Southern lumber mill workers to their jobs, even though they earn starvation wages." A general WMC policy has been to allow workers to shift jobs if they have been earning less than 50 cents an hour, but "without consulting the management-labor policy committee, the WMC recently issued a ruling suspending the 50 cents floor so far as the Southern lumber mills are concerned." According to AFL Director of Organization Frank Fenton, influence of southern lumber lobbyists might have caused this change in policy.

The decision of the U. S. Supreme Court upholding the power of the Labor Department Wage and Hour Division to prohibit homework in the empbroidery industry was viewed in the light of a personal victory by Local 66 of the International Ladies Garment Workers Union who have been fighting to abolish embroidery home work since the early 1930's, says JUSTICE (ILGWU-AFL)

CIO NEWS reports that the President has ordered a study of guaranteed annual wage plans which may have a "potent" effect on the security of American workers. FDR stated that the "inquiry recommended by the WLB is closely connected with the problems of reconversion and the transition from a war economy to a peace economy."

VETERANS

The Executive Council of the Railway Employes Department of the AFL pledges a job for every returned soldier formerly employed in the railways, regardless of any handicap that may have been incurred in the line of duty. LABOR (RRB) views as particularly significant that the proposal goes far beyond the Selective Service Act "which requires reinstatement of a man in his old job only if he is qualified to perform the duties of the job." ....."Thus, the Department's proposal is another demonstration that organized labor intends to go the limit in safeguarding job opportunities for returning veterans."

CIO Lee Pressman hailed "the far reaching importance" of the decision of Professor Herman A. Gray, arbitrator designated to adjudicate a dispute over seniority between the Steelworkers and the Timken Roller Bearing Company under their contract. Gray ruled that under the contract and the Selective Service Act a veteran is entitled to credit for accumulated seniority during his period in the armed forces, but that no employee whose seniority is greater than the total seniority of the veteran shall be displaced by the veteran. CIO NEWS

The United Automobile Workers (CIO) and the Machinists Union (AFL) are jointly sponsoring a training and rehabilitation plan for wounded veterans, at Birmingham Hospital, Van Nuys, California. The men are engaged in making airplane parts and are paid union scale wages. BREWERY WORKER (Ind.)

MISCELLANEOUS

Community Problems The CIO NEWS says it is possible to build planes and have babies too, as proved by the federally financed infant care centers in San Diego. X

Despite opposition by the Children's Bureau, which advocated a foster home program, both AFL and CIO unions, assisted by community organizations, prevailed on Major General Philip Fleming to approve funds for the projects.

International It's United Nations Month for all CIO members. President Philip Murray has asked his membership to encourage study and discussion by CIO members, together with their friends and neighbors, on Bretton Woods, Dumbarton Oaks, Yalta, the London World Labor Conference, and other international issues leading up to the San Francisco meeting April 25. CIO NEWS

AFL Secretary Treasurer George Meany in the AMERICAN FEDERATIONIST (AFL) writing on the recent Mexico City Conference, expresses complete satisfaction with the Act of Chapultepec and the Economic Charter for the Americas. He says: "It does not seem rash to predict that history's verdict will be a highly favorable one." The CIO delegate, Secretary Treasurer of the Steelworkers, David McDonald, reports the CIO NEWS, was equally enthusiastic about the conference.

An AFL organizer in the deep South, Dr. D.G. Garland, reviews the history of Negro Workers in the AFL in the AMERICAN FEDERATIONIST.

MIDWEST LABOR WORLD (CIO) reports that the Rev. James Meyers, Industrial Secretary of the Federal Council of Churches and author of "Do You Know Labor", has been chosen to receive the annual award presented by the Workers Defense League for "distinguished service on behalf of labor's rights."

~~AFG~~ ~~Mitchell~~, ~~Blood~~, ~~Director~~
~~Whitelock~~
MVR

A BRIEF DIGEST OF THE LABOR PRESS

RESTRICTED

March 19, 1945

> This digest has been prepared for the use of the WPB labor staff and other interested government officials.
>
> We shall appreciate your comments or suggestions. Our telephone is Republic 7500, Extension 73618. Ask for Malcka Stern.

MANPOWER AND PRODUCTION

On the subject of voluntary controls versus a labor draft, an editorial in LABOR (RRB) discusses a recent "confidential" WPB report which declares that "manpower on the West Coast is now in the best condition it has been since the situation became tight and that voluntary manpower controls are working very efficiently"; that cooperation between employers and unions is at a very high level; that unions with manpower surpluses are loaning workers to unions with shortages and finally....."Undoubtedly, the most significant feature of the report is the disclosure that all persons interviewed - employers, workers and local representatives of government war agencies - were outspoken in their objection to national service." The report, states LABOR, "completely shatters every argument commonly advanced for a labor draft law."

Members of the AFL Machinists Union declare that news stories coming out of Washington reporting a critical manpower shortage in the Boeing plant in Seattle are false. Where WPB officials claim a shortage of several thousand workers, AFL observers say there is a surplus of several thousand. Poor utilization of manpower is charged and as for turnover: "The situation was admittedly bad several months ago, but has vastly improved." AMERICAN LABOR CITIZEN (AFL)

UNITED RUBBER WORKER (CIO) publishes a telegram received from General Somervell and WPB Chief of Operations Batcheller recommending that tire factories return to a six-day week due to an inadequate supply of carbon black and tire cord fabric. The paper views as most unfortunate that this breakdown of raw materials should come at a time when the rubber workers have succeeded in tremendously increasing their output. The workers are cautioned, however, that the shortage of tires for our fighting forces is just as acute as ever - "in fact, more so," and that undoubtedly within the next few weeks, the shortage of carbon black and fabric will be overcome and the workers can renew their seven-day schedule.

TEXTILE LABOR (CIO) claims that despite the fact that the WMC is going ahead full steam with a labor draft "which is not only illegal and unworkable, but unnecessary as well" in its attempt to obtain workers to leave New Bedford's fine goods mills and work in the two tire cord plants, the real bottleneck in tire production is carbon black and not tire cord. An aroused community, the paper states, has joined the union fight against this "dictatorial" attempt on the part of the WMC.

STABILIZATION

Labor members of WLB, reports LABOR (RRB) pressed an all-out battle this week against a "drastic" new wage freeze order which Fred M. Vinson laid down just before shifting from the job of Director of Economic Stabilization to that of Federal Loan Administrator. The directive "shackles" WLB's power to make adjustments on fringe wage issues. Labor members complain that already "hogtied" on general wage increases by the Little Steel Formula, the new order reduces them to mere "rubber stamps". They are demanding that Vinson's successor, William H. Davis, modify the directive so as to give the Board "some elbow room." Should labor lose the fight to relax the directive, union spokesmen declared, "collapse of WLB may be inevitable."

AFL WEEKLY NEWS SERVICE, discussing the Vinson decree, says it is regarded by labor as "less than a strip tease dancer's G-string."

And the UNITED MINE WORKERS JOURNAL (Ind.) has this to say: "This unsettled, undetermined wage policy of a three-way play as between the WLB, the Director of Stabilization and the OPA, means that all wage considerations will be slowed down until the agencies disentangle themselves from their own burracratic criss-crossing of authority and double-crossing of the purposes for which they were appointed. This is the sort of morbid burracracy which possesses the power to pass final judgment upon the miners' wage agreement, if one is negotiated, and which will hear the case in the event an agreement is not negotiated."

AFL President William Green speaking before the Senate Banking Committee urged the continuation of the price control act for another two years to protect the American people from the ravages of inflation. While considering that the administration of the price control program under Chester Bowles has considerably improved, Mr. Green pointed out dangerous weaknesses in the controls on living costs. He stressed particularly the increased cost to the consumer of quality deterioration; the sharp increase in the sales price of homes, farmland and other real estate properties; and remarked further that "pressure to weaken or modify price control based upon pleas of hardship by business must appear somewhat hypocritical in the face of the fact of unprecedented business profits." AFL WEEKLY NEWS SERVICE

KENOSHA LABOR (AFL-CIO) says that CIO President Philip Murray, testifying before the same committee, shocked the members by introducing hitherto unpublished charts and tables prepared by OPA showing enormous industry profits during 1944 as compared with pre-war profits. The report reveals wartime profits up as high as 5,404 percent, and dramatically highlights "glaring" differences between the treatment given to labor and the treatment accorded business and industry under the stabilization program.

ATLANTA NEWS DIGEST (CIO) says the threat of a strike, involving 100,000 Southern textile workers is hanging over the industry this week, in protest against the delay of final approval of the five cents hourly increase granted workers in Southern textile mills by the WLB.

An editorial in the UNITED MINE WORKERS JOURNAL (Ind.) on the ten cents a ton royalty proposal, presented in the present wage negotiations, discloses that such a proposal is not new in the history of coal mining. It has been in force in Britain since 1920, although never fully developed. And "at the very hour the operators were trying to laugh off the proposal, a special commission appointed by the Railway Mediation Board and headed by Chief Justice Leif Erickson of the Montana Supreme Court, handed down an award which removed control of the Southern Pacific's 77 year old hospitalization system from company domination, giving to the railway unions the majority Board control." ..... The editorial continues: "The time is past when the employers, whether they be coal operators or not, can dominate the medical care, hospitalization, housing and all else involved in social security which affect the lives of their employees. The question for the coal industry to decide is whether it will be done within the industry, or by Government, or by cooperative socialized agencies organized by professional promoters."

POST-WAR

Ben Dor, columnist in the SHIPYARD WORKER (CIO) sees no good in planning for full employment unless the power of cartels is smashed. "That, however," he says, "need not be too discouraging. The war didn't go our way until a second front was opened up, and then a third. Peace is going to be won the same way. One front will be set up when the Murray-Wagner bill is passed to commit the government to full employment; another will be set up when the Dingell-Wagner -Murray bill is passed, and the man who can't work is guaranteed some protection against hunger. Other fronts will have to be launched against cartels, against wage cutters and price profitters, against tax evaders, and against the other enemies of the good life.....We've got to get ready to think big and behave big, because we're going to be fighting the biggest fight of our lives."

A postwar housing program, involving public and private outlays of between seven and eight billion dollars a year, will shortly be presented to Congress by Senators Robert Wagner and Allen Ellender. This was revealed by Senator Ellender on the AFL radio program. LABOR (RRB)

COLORADO LABOR ADVOCATE (AFL) lauds a proposal by E. A. Goldenweiser, Chief Economic Adviser to the Federal Reserve Board, as "one of the most comprehensive and intelligent plans yet to come from any government official." The plan calls for 58 million government guaranteed post-war jobs for every American able and willing to work, together with a guarantee of a minimum standard of living.

Cutbacks AMERICAN LABOR CITIZEN (AFL) San Francisco, reports a WPB directive advising that before large scale cancellations of contracts are made, labor and management will hereafter be consulted. "This," claims the article, "is the first WPB statement of definite planned cooperation for handling cutbacks before and after VE-Day." According to the directive a production readjustment committee, made up of representatives of WPB, the armed services, WMC and other agencies, will handle all large cutbacks.

Community Services THE UNITED AUTOMOBILE WORKER (CIO) reports with pride that the national CIO has adopted the union counselling program initiated by the War Policy Division of the UAW-CIO.

SEAFARERS LOG (AFL) says that the AFL has opened in New York a city-wide service bureau which will aid all AFL members in the metropolitan area with their personal and family problems. The Bureau is supported by the New York Labor War Chest.

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Says the LOG of the news service: "It is not a charity, it is run by and for organized labor." And a veterans service center, a later edition of the LOG reports, has been opened in Los Angeles, patterned after the AFL New York Service Bureau.

Health and Safety MINNESOTA LABOR (CIO) reports that the International Woodworkers of America (CIO) is fighting in the State Legislature for improved sanitary conditions in the lumber camps of northern Minnesota. At a Senate hearing a union spokesman drew a sharp contrast between the comfortable living quarters provided for prisoners of war working in the lumber camps, with the lack of decent accommodations and unsanitary conditions endured by our own lumberjacks. "We are glad the government abides by the Geneva convention for the treatment of prisoners," he said, "we only say our conditions should and must be bettered."

MISCELLANEOUS

UNION REGISTER (AFL) Seattle attacks the Office of Defense Transportation for granting logging operators permission to hold a convention of more than 50 persons, after denying the Lumber and Sawmill Workers Union (AFL) the same privilege. The O.D.T. ruling, the REGISTER considers is a denial of the right of freedom of assembly and "not a necessary sacrifice for the war effort. It is a concession to totalitarianism - and therefore gives aid and comfort to Hitler and Hirohito."

BREWERY WORKER (Ind.) On the subject of celebrating VE-Day reports that a bulletin has gone the rounds of the British Ministry of Supply asking its employees to preserve "decency, decorum and a generally sober state" when the big news breaks. This bulletin has angered the members of the Civil Servants Clerical Association and an official issued this public statement: "It is a piece of impertinence and a reflection on the character and habits of civil servants. If I were to receive such an instruction from the head of a department where I worked, I'd regard it as a moral obligation - even if I'd been a lifelong teetotaler - to get solemnly and utterly intoxicated and present myself in that condition before my superior."

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A BRIEF DIGEST OF THE LABOR PRESS

RESTRICTED

March 12, 1945

~~ASA~~ ~~Whitlock~~, ~~Bland~~ ~~[illegible]~~, ~~Whitlock~~, M.V.R.

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> We shall appreciate your comments or suggestions. Our telephone is Republic 7500, Extension 73618. Ask for Malcka Stern.

MANPOWER AND PRODUCTION

AFL WEEKLY NEWS SERVICE says a "sensational" report has just been released by the War Manpower Commission which "knocks the props" out of the military authorities' continued demands for a compulsory labor draft and makes these "startling" disclosures: (1) the amount of labor required for present and foreseeable war production is for the most part already on the employment rolls of the country, (2) a 5 to 10 percent improvement in manpower utilization would be sufficient to provide all necessary labor, (3) there is not a factory in this country which could not easily improve its utilization to this degree and (4) resulting action would add the equivalent of 500,000 to 800,000 to the labor force.

James Wechsler in the GUILD REPORTER (CIO) writing on work or jail legislation finds as the controversy nears final legislative action that "the evidence presented by the sponsors of the program still looks "woefully weak"..... "The suspicion has grown that many of the advocates of the initial legislation either do not know why they want it enacted or are reluctant to state their reasons..... None of the work or jail cheer leaders have been able to come up with concrete examples to show how our fighting men have suffered because of labor's home front alleged failures. "Why, asks Mr. Wechsler, did Mr. Stimson in his recent radio appeal for support in the passage of the work-or-fight legislation address himself to the families of servicemen "in tones that could only intensify the breach between the fighting front and the production front."....."Why, in short, did he point the finger at labor and ignore the profiteers?"

Mr. Wechsler asserts that Mr. Stimson could have made an "eloquent and unanswerable" plea for national service had he demanded that we conscript capital and "stop the profiteer holiday"....."In the context of such an appeal he could have convincingly demanded at the same time the enactment of work-or-jail legislation. If he had done that, many men would have been ready to go along with him, regardless of his failure to show how lack of such legislation had menaced production. We would have gone along simply because such a gesture would have been a genuine demonstration to the men in service that equality of sacrifice begins at home."

LABOR (RRB) reports significant evidence that workers are meeting and surpassing demands for increased war production by voluntary means and that shortages are being overcome: One report from Manpower Chief Paul V. McNutt discloses that "marked gains in employment in critical war plants" occurred during January and early February and that the labor "deficit" is dwindling. WPB Hiland Batcheller revealed that truck tire workers had done a "superhuman job" in fulfilling expanded requirements of the European front. In fact, "workers have produced tires so rapidly that they have outstripped the rate of supply of basic materials, such as carbon black and tire cord." And as a result, stated Mr. Batcheller, the tire industry may have to go back from a seven day to a six day week until the supply of carbon black and tire cord has been restored to adequate levels.

DETERMINED TO BE AN

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WPB Vice Chairman William L. Batt described what he considered "hot news" - that workers have turned out far more ships than the "fantastic" goal which President Roosevelt set shortly after Pearl Harbor and presented "stratospheric figures" to prove his point. He stated: "We have produced and are continuing to produce at a rate equal to the present combined total production of all our Allies and our enemies.....Every American may justifiably feel proud of his country which in four years became such an arsenal."

UNITED AUTOMOBILE WORKER (CIO) Repeated charges by the Automotive Council for War Production that the UAW-CIO is responsible for the present manpower shortage is "mud-slinging", according to Secretary-Treasurer George F. Addes of the UAW-CIO. He claims as "reckless fantasy" management's charges that the union is trying to usurp or violate its authority when the truth is "that we exercised our rights as American citizens in the early days of the war to demand that management convert its plants to production of war materials; that we gave support to the proposals of WPB Chairman Donald Nelson for the formation of plant labor-management committees to bring the ideas and cooperation of working people to the cause of war production; that we likewise called public attention to the diversion of critical materials and manpower from the war effort; and furthermore, in the union's statement to the Mead Committee constructive proposals, not mud-slinging will be submitted."

AFL Lumber and Sawmill Workers Union has lodged a stiff protest, says the UNION REGISTER (AFL), Seattle, with WPB Labor Vice Chairman Joseph D. Keenan for failure of WPB to halt the announced closure of the Bloedel-Donovan Cargo Mill in Bellingham, Washington, which will throw 450 members of the union out of work. The complaint was registered on the basis of the urgent wartime need for the 15 million feet of lumber per month produced by the cargo plant. The union also wants to know "why should WPB allow any plant to liquidate its assets during wartime when it can do so at the greatest profit, but fails to allow workers to liquidate their job assets if they should wish to move to a better-paying job or strike for more wages?"

STABILIZATION

The storm of protest over the recent report of the public members of the War Labor Board recommending no change in the Little Steel Formula has not yet subsided in the labor press. However, with William H. Davis now Director of Economic Stabilization, LABOR (RRB) looks for a "quick break in the logjam on the wage front, which has tied up many major labor cases."

The "hot potatoe" of what to do with fringe wage increases when they result in price increases was "dumped" in the lap of William H. Davis this week as Mr. Vinson moved over to his new job as Federal Loan Administrator. Action is expected soon from Mr. Davis "who actively championed the authority of the WLB to decide on such issues, in opposition to the position held by Vinson." Meanwhile, the CIO United Automobile Workers Executive Board still insists that the parent organization withdraw from WLB and recommends that FDR replace it with a new tripartite agency whose decisions "would not be subject to the veto power of any other government agency." CIO NEWS

An editorial in the INTERNATIONAL TEAMSTER (International Brotherhood of Teamsters-AFL) issues a sharp warning to labor that scrapping the Little Steel Formula means scrapping the entire wartime stabilization program. The editorial cautions: "If there is no restriction in prices, you will be worse off than you are now because experience has shown that wages never catch up to prices in periods of inflation. It is also true that many war contractors are making enormous profits. But the

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remedy does not lie in trying to get a cut out of this blood money. The remedy lies in enacting the tax laws proposed by the national administration to take away these profits. That is up to Congress.....Labor better do some serious thinking before it listens to such advice (to break the Formula). The way to protect your wages is to plug the leaks in the stabilization dam. If you dynamite it, you'll drown in the flood."

AFL members of the War Labor Board have made a direct appeal to the President demanding an immediate general wage increase of 11 percent. The members emphasized the need of establishing wage increases for the postwar period which would compensate workers for the loss of overtime pay when war production ceases and urged the President to restore free collective bargaining sixty days after victory in Europe and provide that minimum pay be raised for workers in those industries in which collective bargaining was not restored. "We are not only sorely wearied and harassed by the expedients and formulas which have been substituted for the basic principle which guides collective bargaining", the labor group chided, "but we are appalled by the consequences of a policy to cripple us in solving the reconversion and postwar problems.....Labor must be ready to enter reconversion and postwar periods with a wage rate that would assure adequate purchasing power. We must have those rates established in advance." AFL WEEKLY NEWS SERVICE

The seizure of the American Enka Corporation by the Army has ended the strike of the Enka workers who have now for the most part returned to work at the request of the officers of the United Textile Workers of America (AFL). TEXTILE CHALLENGER (AFL) discussing the background of the case contends that in spite of continued defiance of WLB directives by the company, climaxed by its obtaining an injunction restraining the union from pursuing arbitration as ordered by the regional WLB, the national WLB ordered the workers to go back to their job "making this a condition of company compliance." TEXTILE CHALLENGER charges the War Labor Board with a record of "delay, exhortation, prevarication, and exclusive concern for the rights of property as against human rights" which has led to the stoppage in production of critically needed rayon for the Army truck tire program and exposes the Board as a "tool of management to tie labor's hands with a no-strike pledge while freezing management from the pledge it once took to shelve its so-called 'rights' in wartime."

A. F. Hinrichs of the Bureau of Labor Statistics, testifying before the Senate Banking Committee, seeking an extension of the price control act, revealed that workers' wages "have literally evaporated before the high and steadily mounting cost of living." He declared that "this is certainly no silk shirt era for the workers." At the same hearing OPA Director Bowles and his Deputy Administrator, James F. Brownlee, repeatedly referred to the 'unprecedented profits' of wartime industry which "make pre-war earnings seem like chicken-feed." LABOR (RRB)

A columnist in JUSTICE (ILGWU-AFL) gives a detailed analysis of the highly controversial M-388 clothing order. The writer cautions: "Garment workers, who may as well be prepared for a cut in earnings as a result of the order, can console themselves with the thought that a further means of making wartime sacrifice has been afforded them." A commentator from the New York Times is quoted: "Business advisory services make no bones about the fact that after it was caught napping by the Belgian bulge offensive, the Army 'took over' WPB, although the mistakes were not industrial mistakes, but military errors.....To industrialists it looked very much as though an effort was being made to cover military mistakes by attaching the blame to a shortage of supplies or because the country failed to see how putting on sackcloth and ashes would add one whit to essential and efficient war equipment."

Thirteen consumer groups, including representative of organized labor, says LABOR (RRB) protested this week to WPB that its program to provide more low cost goods is a "delusion." Their criticisms are that "it is not a low price clothing program and will not get enough low price goods on the market. It will not take off the market the luxury goods whose presence arouses so much resentment among ordinary consumers. It will not stop quality deterioration, the use of poor quality and sleazy materials, because the order contains no quality controls."

FLINT WEEKLY REVIEW (CIO) reports that UAW-CIO Vice President Walter Reuther announces that economic adjustments granted General Motors workers in two General Motors cases decided last week will mean at least ten million dollars in back pay for GM workers.

The biggest surprise presented by UMW President John L. Lewis in the negotiations now being held for a new contract was a demand for a royalty of ten cents on each ton of coal mined to be paid into a union-administered "health insurance" fund to cover medical care, hospitalization and the cost of other hazards incident to mine employment. LABOR (RRB)

MISCELLANEOUS

Veterans KENOSHA LABOR (AFL-CIO) reports that responsible leaders of the American Legion have presented a proposal calling for legislation to cancel the seniority of all workers hired after May 1, 1940 replacing them in their jobs with veterans. An official of the UAW-CIO veterans department, commenting on the Legion proposal, stated: "Evidently the American Legion officials who proposed that seniority rights of workers be wiped out are ready to throw out on the streets thousands of Legionnaires and other veterans of World War I who would be out of jobs if such a proposal were made effective." He suggested that a far more constructive plan which the Legion might do well to adopt would be "to try to help establish a program of jobs for everybody."

An Army proposal to bring prisoners of war to work in the Kenosha American Brass Company plant was turned down by both union officials and management, who appeared "cool to the proposal." KENOSHA LABOR (AFL-CIO)

A merchant seaman's bill of rights was introduced into Congress this week, granting minimum benefits to merchant seamen who have served their country in the war. PILOT (NMU-CIO)

Frieda Miller of the Labor Department's Women's Bureau has announced that membership of women in trade unions has increased from 800,000 to more than 3,000,000 as a direct result of the war and "is an important step forward." MINNESOTA UNION ADVOCATE (AFL)

MIDWEST LABOR WORLD (CIO) St. Louis, reports that the CIO has formed a CIO Missouri Valley Committee to put the strength of the CIO behind the drive for an independent Missouri Valley Authority modeled after the TVA.

~~Herbert Bl~~ J. Doughton Robinson

RESTRICTED

A BRIEF DIGEST OF THE LABOR PRESS

March 5, 1945

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We shall appreciate your comments or suggestions. Our telephone is Republic 7500, Extension 73618. Ask for Malcka Stern.

MANPOWER AND PRODUCTION

This week the labor press generally noted with satisfaction that the May-Bailey "slave manpower bill" seems doomed and looks with approval on the substitute measure now under discussion. MICHIGAN CIO NEWS says in an editorial: "It was a heartening sign to find Senator Homer Ferguson of Michigan teamed up last week with two progressive senators like West Virginia's Harley Kilgore and New York's Robert Wagner in introducing a sensible and democratic substitute manpower control bill in the U. S. Senate where the vicious May Bill passed by the House of Representatives is now resting in committee.

SHIPYARD WORKER (CIO) reports: "The labor draft in disguise, tried out and a failure in Allentown and Newark, seems to have come a cropper in New Bedford, Mass." A citizens' committee comprised of businessmen, industrialists, AFL and CIO officials has been set up to oppose the WMC order that 500 textile workers be transferred to work in the Fisk and Firestone tire factories there. The citizens' committee branded the WMC action as contrary to law and to the constitution, unnecessary and un-American. The CIO Textile Workers Union officials announced that an injunction would be sought in the courts to restrain the textile mills from discharging workers in compliance with the WMC order.

Commander Harold E. Stassen, former Republican governor and now an American delegate to the United Nations Conference to be held in San Francisco, pays tribute to Minnesota labor on its war record in a letter addressed to the CIO State President. After congratulating Minnesota labor on its excellent production record, Stassen continues: "I take pains to point out at times when the subject comes up in informal conversations that the instances of work stoppages are not representative of labor as a whole." MINNESOTA LABOR (CIO)

AMERICAN LABOR CITIZEN (AFL) California reports that the WPB Cast Iron Boiler and Radiator Labor Advisory Committee has made eleven recommendations to help acquire and hold needed manpower to fill present unfilled orders for radiation. The industry is six months behind in its work. The labor advisory committee unanimously declared that chief stumbling block to increased production in foundries is "intolerable" working conditions which cause a high rate of pneumonia, tuberculosis, silicosis and industrial accidents. They emphasize workers will not remain in foundries under adverse conditions at low pay, when they can work elsewhere on essential work for better pay under decent working conditions.

UNITED AUTOMOBILE WORKER (CIO) reports that the Ford Rouge plant foundry, which has been operating at about 50 percent of capacity, will shortly be "heavily engaged in production of tank and truck castings", according to word received by R. J. Thomas, President of the UAW-CIO, from the Office of War Mobilization and Reconversion. Contracts for these items have been placed in the Detroit area following Mr. Thomas' protest to Reconversion Director Byrnes that foundry plants were not working anywhere near capacity. Thomas informed Byrnes that a recent survey by the UAW-CIO had disclosed a drop in employment levels in the Detroit area in the last 12 months of 17.1 percent.

STABILIZATION

Most dramatic labor news of the week was the opening of the battle by John L. Lewis of the United Mine Workers to win wage adjustments for 400,000 soft coal miners. In compliance with the Smith-Connally Act, Mr. Lewis served notice of a possible strike should negotiations with the operators bog down. He charges a conspiracy between administration officials and operators to stymie the union's demands and inflame the public against the union. An article in the UNITED MINE WORKERS JOURNAL (IND.) states: "It is conceded by Washington newspapermen in the know that one of the underlying reasons behind both the brownout and the curfew was the publicity vantage to be gained for the bureaucrats in turning the public against the mine workers and thereby making the forthcoming UMWA wage demands unpopular in the public mind."

A story in LABOR (RRB) gives a blow by blow description of the battle fought for low-cost clothing (and up to the present evidently lost) by Chester Bowles, OPA Director, backed by labor, against the "unbelievable greed of a group that may be called the Textile Trust.....who last year harvested profits more than ten times the average of their peace-time profits". LABOR states: "These cotton mill moguls are just now turning heaven and earth to block efforts of the OPA to increase supplies and hold down prices of low cost goods and to head off a WLB order raising minimum wages in the textile industry to 55 cents an hour. A prominent senator from the deep South is quoted: "The textile interests of the South are the most utterly selfish group in America today. They are "gypping" the farmer, their employees and the consuming public. It is a waste of time to argue with them. They see nothing, think of nothing but the almighty dollar and they don't care how they get it."

Bowles' recent order to cotton mills to sell a large part of their output to manufacturers of low cost garments and cut down on luxury items was violently attacked by the textile industry lobbyists, who LABOR states "had more success with WPB than with OPA" and WPB is accused of selling the consumers "down the river"....."Explanation of the betrayal undoubtedly is that representatives of the textile industry hold key posts in that agency" and according to LABOR, WPB has now agreed to facilitate even greater production of luxury items.

A more cheerful tone is injected in the announcement that about four million workers on the bottom of the pay ladder, who have suffered most from the skyrocketing cost of living, will find it slightly easier to make ends meet as a result of a National War Labor Board ruling this week which permits a boost in minimum wages to 55 cents an hour. Heretofore, 50 cents an hour has been the Board's substandard yardstick. LABOR (RRB)

Also announced in LABOR is that 1,100,000 non-operating rail workers won a greatly improved vacation with pay schedule this week. The present six day annual vacation will be doubled for those employees who have worked on the railroads for five years or more.

AFL WEEKLY NEWS SERVICE reports that the AFL labor members of the War Labor Board have sharply rejected the findings of the public members against any change in the wage freeze and have called upon the President to prevent "economic disaster" by promptly and realistically modifying the Little Steel Formula. The statement charged the public members after a year's delay, with having resorted to the "tricky expedient" of changing the measuring rod of wages in order to justify their decision. Formerly the WLB limited its sphere of regulation to wage rates - but in the latest report a "statistical about face" has occurred, and the new measuring rod is "adjusted straight time hourly earnings." Exposing the injustice of this method the AFL members asserted that if ten men in a plant received a ten cents an hour increase, an averaging process is used to show that 20 men received a five cents hourly increase....."The workers of America are disillusioned by this change in wage control technique. But they have not been hypnotized into believing that an increase for some workers is an increase in the wages of all workers. Only statisticians can be confused by the magic of their averaging technique."

The report further emphasizes that the record of the President's original 7 point anti-inflation program is a "sorry one" on every point save wage regulation, adding: "The contrast between the results attained by WLB and those produced by other agencies involved in the program is startling. Indeed, the control of wages has been so effective that the deficiencies of the entire program have been hidden from public view. Nevertheless, by some strange quirk of reasoning, whenever the program is lagging more than usual, the pressure is placed upon the one area of control that has succeeded. As a consequence, the thumbscrews have been steadily tightened upon workers until now they have been asked to forego even certain benefits which are conducive to healthful living."

THE UNITED MINE WORKERS JOURNAL (IND.) reveals that one area of control which has been neglected by stabilization authorities is speculation in real estate and stocks. Marriner Eccles, Chairman of the Federal Reserve Board is quoted as stating that unless special excess profits taxes are levied on speculative profits, nothing can stop runaway inflation of real estate and stock prices. Rural real estate is already up 60 percent, city real estate 40 to 50 percent, and corporation stocks 80 percent. The JOURNAL suggests: "Why not have Byrnes, Vinson, McNutt, Davis and Bowles try their anti-inflation stuff on the speculators? They have frozen wages. Why can't they freeze speculation?"

CIO President Philip Murray also cries out against the WLB report "which proposes to change the rules in the middle of the stream." Mr. Murray states: "What is proposed is one of the greatest injustices I have ever seen emanating from a government agency. It is proposed that straight-time hourly earnings should be used instead of basic wage rates, and since these earnings have risen from 30 to 37 percent, it is claimed that no inequity exists as compared to the 30 percent rise in retail prices since January, 1941." Nothing could be more unfair, Mr. Murray insists, than this "juggling" of wage statistics, especially since it is noted that straight time earnings include such factors as greater incentive earnings due to greater production, upgrading, merit increases, and shift premiums. "These factors have no bearing in an accurate and fair measurement of wages because they are largely due to the war and have a limited life."

KENOSHA LABOR (AFL-CIO) says that the nation's meat packing industry is opposed to union demands for decent wage scales, but its profits are greater than ever before. In view of the fact that profits are up 700%, union officials are asking how employers can object to wage raises.

AFL WEEKLY NEWS SERVICE reports that Philip Pearl on the AFL radio program emphasized that workers receiving as little as $28 a week are prevented by WLB from getting raises for fear of inflation - "yet no restrictions are placed on profits".

UNION TIMES (AFL) Connecticut in an editorial "Stable Labor Relations" reviews the annual report of the National Labor Relations Board which presents figures that "tend to support a theory that nine years of work by NLRB have brought U. S. employers to recognize that unions are here to stay and that union-busting tactics are out." The report shows, says the UNION TIMES, that while in 1937 the unfair labor practice charges filed against employers constituted 71% of NLRB cases, the situation in 1944 was almost exactly reversed. Last year some 72% of the cases filed with NLRB were election cases - with unions asking certification as collective bargaining agents.

MISCELLANEOUS

KENOSHA LABOR (AFL-CIO) reports that organized labor in Ohio has given the nation an example of how state anti-labor laws can be fought by a model labor lobby. AFL, CIO and Railroad Brotherhoods have a genuine working agreement and meet once each week in the State Capital. Credit for this innovation is given to Ted Silvey, now Chairman of the CIO Reconversion Committee. Mr. Silvey feels the Ohio example would well be followed in other states where labor legislation and anti-union campaigns need joint action by labor.....AFL WEEKLY NEWS SERVICE states that the Georgia Legislature has killed a proposed constitutional amendment outlawing the union shop.....A bill forbidding discrimination in employment was passed this week by the New York State Assembly, with the Senate expected to OK it shortly. CIO NEWS.....GULF COAST NEWS DIGEST (CIO) reports that labor's own incredible Seabees have performed another miracle of production in building on Leyte an 8,000 foot bomber field, all in the face of enemy fire.....A survey by the CIO Political Action Committee reveals that labor gets a "bad break" on U. S. air waves. "Of the five programs which gave the most attention to labor.....everyone had an unfavorable to labor score.",....LABOR NEWS (AFL) Massachusetts reports the death of Mrs. Raymond Robbins, first President of the National Women's Trade Union League.

— ~~BR~~ ~~Whitlock~~ ~~Blood~~ ~~Doughton~~ - MVR

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A BRIEF DIGEST OF THE LABOR PRESS

February 26, 1945

This digest has been prepared for the use of the WPB labor staff and other interested government officials.

We shall appreciate your comments or suggestions. Our telephone is Republic 7500, Extension 73618. Ask for Malcka Stern.

PRODUCTION AND MANPOWER

From LABOR (RRB) - With the ultimate outlook for compulsory manpower legislation still hanging in the balance, Secretary of War Stimson went on the air last Sunday "to make an emotional appeal for passage of the forced labor legislation. He endeavored to smear all opponents as unpatriotic." Of his address, IAM (AFL) President Harvey Brown said: "Secretary Stimson's address was a shocking attempt to substitute frenzy for reason. He presented not one fact to show that a system of slave labor would increase the nation's war production."

Senator O'Mahoney commenting on Mr. Stimson's statement that "we alone among our allies have not by law organized our workers to equip the soldiers," stated: "For the exact measure of the effectiveness of the voluntary system, I refer Secretary Stimson to the record of lease-lend to Britain and Russia - the nations to which he points as an example to the United States." LABOR concludes: "The fact is that the (Senate) committee after investigating the problem from every angle and hearing from all parties concerned, was forced to the conclusion that a labor draft is not needed and that it would harm rather than help production."

Marx Lewis in the HAT WORKER (AFL) in a discussion on whether the labor draft will produce more work, charges that "labor, as well as management has seen too much of the way the military authorities function to want to entrust to them the mobilizing and drafting of labor. They have exaggerated manpower needs. Where they have clamored for more workers and were given those workers by trade unions, it was found that they did not need them, and could not use them."

Bearing out Mr. Lewis' statement, LABOR (RRB) quotes a story from the Wall Street Journal on the operation of the Allentown plan for shifting workers from non-essential to essential industries. Brewery workers who had been transferred to munitions factories because of alleged labor shortages, found themselves, stated union officials, with nothing to do - "they work maybe one hour out of eight." Brewing company officials backed up this charge of labor waste and LABOR says that "the clear inference is that the war plants have been grossly exaggerating their need of labor, and that added workers merely mean more loafing - and more cost plus profits for the boss."

JUSTICE (ILGWU-AFL) reveals that in accordance with the "Allentown" plan, the WMC of that Pennsylvania City has begun to draft workers from local garment shops for placement in war plants. The move is viewed by the union with much apprehension, since it is claimed that WMC officials are not greatly concerned with the cuts in workers' earnings resulting from the shift.

Another paragraph in Marx Lewis' article in the HAT WORKER (AFL) claims that what the military fails to emphasize and what has been emphasized by Labor Department's Bureau of Labor Statistics, is that the armed forces are returning men to civilian life as well as taking them out of it. Also that some industries are contracting while others are expanding which Mr. Lewis feels is adequate proof that "it is a distortion of the true picture to claim that the total manpower available for industry must be increased to the extent the army officials have asserted."

LABOR (RRB) reports that Congressman Louis Ludlow recrntly set himself the task of getting an answer to the question "What is Labor's War Record?" He thereupon addressed a letter to WPB Chairman Krug as "the one most capable of giving an accurate opinion on labor's part in winning the war." Highlights of Chairman Krug's reply: - Between January, 1942 and December, 1944, munitions production quadrupled, although employment in the same period increased only about 70%. During the three months ending December, 1944, monthly production had grown to eleven times its former size; through voluntary methods, 15½ million persons who had not been employed before were brought into industry; millions of workers moved from less essential employment to war work; large numbers migrated from their homes to centers of war production; they have endured terrible hardships, such as lack of housing and transportation, inadequate medical care and difficult shopping, which made working and living conditions almost unbearable; the no-strike pledge has been kept by labor to an "amazing" degree.

STABILIZATION

The report of the public members of the National War Labor Board issued this week, denying any change in the Little Steel Formula, has aroused sharp criticism from labor. CIO NEWS quotes CIO President Murray: "The situation in which labor now finds itself is simply intolerable. There will be convened at a very early date an extraordinary session of the CIO Executive Board to tackle this crucial problem. Our conclusions will be presented directly to President Roosevelt."

The CIO members of the War Labor Board blasted the public members' report on five main points: (1) It fails to take into consideration basic wage rates which have increased less than 20% as compared with a nearly 30 per cent conservative estimate of the rise in the cost of living (2) it overlooks the fact that the end of the war in Europe will result in drastic reduction of earnings (3) it emphasizes the fact that WLB has virtually been stripped of all authority to OK wage hikes, with its decisions being subjected to review by the OPA and Economic Stabilizer Vinson. (4) It brings out that the procedures adopted by the Board are so complex that the processing of cases is bogged down by administrative routine, with some decisions taking months and even years. (5) It fails to note and take action on an often too well demonstrated fact- that when employers refuse to obey Board directives, it is almost impossible to secure compliance. CIO NEWS.

Ruben Levin LABOR (RRB) reports growing employer defiance of National War Labor Board decisions. When the American Enka Corporation, Asheville, N. C., refused an order of WLB to arbitrate grievances raised by the AFL Textile Workers Union at the plant, the company rushed into court and got an injunction against the directive. "That manouver left the workers with no alternative but to walk out. The army then took over on orders of President Roosevelt and the union promptly commanded the strikers to return to work."

Mr. Levin reports another case - that of the E. A. Lavoratories of Brooklyn - in which the Government applies a new tactic because of refusal of a WLB directive, - the firm's war contracts and priority privileges were cancelled. In the South, Mr. Levin continues, defiance has been particularly flagrant. Labor members of the Fourth Regional War Labor Board in Atlanta have charged that 47 employers in the area have ignored WLB directives "and so far have gotten away with such resistance."

CIO Textile and Packinghouse Workers Unions were awarded fringe wage increases this week by WLB, but in both instances the awards were subject to the power of Economic Stabilization Director Fred M. Vinson. Emil Rieve, President of the CIO Textile Workers Union, criticized the WLB's "subservience" to Vinson and called the order meaningless since it still is subject to Vinson's approval.

Coinciding with the above action, KENOSHA LABOR (AFL-CIO) reports that the Textile Workers' Union (CIO) has decided to abandon its no-strike pledge, because President Rieve claims "political connivance has caused textile workers to lose faith in the WLB."

At the same time the DAYTON CIO NEWS exhorts its readers: "In a few days the referendum vote of the United Automobile Workers on the no-strike pledge will be over and the issue threatening the position of the CIO and of all organized labor will be decided....Should the no-strike pledge be rescinded by the United Automobile Workers, organized labor runs the risk of being set back one hundred years. Public resentment against labor will run rampant. We cannot afford being placed in such a position. Support the no-strike pledge with everything you've got to defeat the Nazis, the Japanese and Fascism in our own country."

Secretary-Treasurer George F. Addes of the UAW-CIO sees in two recent statements issued by the Automotive Council for War Production which is controlled by the General Motors Corporation, "a plot to blacken labor in a drive to beat down postwar wages in the auto industry. The statements accused workers of slowing up production and attempting to interfere with management control. Addes remarks that "The Council statement puts the organization in the very peculiar position of boasting in one breath of the one million dollars per hour war production achieved by the auto industry, and in the next breath blasting the workers who are turning out this flood of weapons as disrupters of the war effort." He charges that by these tactics management officials are trying to arouse public opinion against labor by provoking labor into strikes and queries: "Shall we let reactionary employers provoke us into committing suicide, or shall we take the more difficult, but in the long run more successful step, of fighting our grievances without striking?" KENOSHA LABOR (AFL-CIO)

LABOR (RRB) reports that the Smith-Connally anti-strike law has proved to be a "flop" according to a report issued by the National Labor Relations Board. As labor officials prophesied, instead of reducing strikes, the bill has encouraged unions to take strike votes - 1089 strike notices were filed in the first year's operation of the Act - but "the restraint and the good judgment of the unions kept actual walkouts to a minimum."

So impressed was Congressman Louis Ludlow with WPB Chairman Krug's letter on labor's war record that he has presented it for consideration to the House Committee on Military Affairs which has before it a bill for the repeal of the Smith-Connally anti-strike law. Mr. Ludlow stated: "Chairman Krug's letter gives us facts about what labor has really done and it is an almost unbelievable accomplishment. I appeal to Congress to right the wrong it did to labor when it passed the iniquitous Smith-Connally Act."

OPA

Chester Bowles is "about the maddest man in Washington" says LABOR (RRB) because of a "confidential" letter written by a textile industry lobbyist "in which he boasted that he had succeeded in blocking both the OPA order calling for greater production of low cost goods at lower prices and the WLB plan to hike wages." Bowles accuses the textile manufacturers of trying to "blackmail the OPA into surrender by threatening political reprisals" and suggested that "if members of the industry wish to demonstrate they are as patriotic as any other group, they will promptly condemn and repudiate Jacobs' (the lobbyist) tactics." LABOR further states: "There was a mild intimation in his statement that the stumbling block is a group of representatives of mill owners who have succeeded in getting key jobs as dollar a year men under WPB - this is not exactly news, for it has been generally known for some time that industry men in the WPB have been sabotaging the drive for lower-priced and more aboundant supplies of goods."

Labor is quite skeptical about the greatly heralded OPA-WPB program to restore low-priced clothing to the market. CIO President Philip Murray has written to WPB Chairman Krug and OPA Administrator Bowles enclosing copies of a report on the CIO Cost of Living Committee. The report, Mr. Murray states, "raises serious doubts in my mind that the program you have publicized will in fact assure a significant increase in supplies of low-price clothing or will afford even a minimum guarantee of quality in such low-priced clothes as will appear, or will effectively shut down the black market in cloth and clothing which thus far during the war has been exacting severe tribute from the workers." CIO NEWS.

COLORADO LABOR ADVOCATE (AFL) quotes from a recent address by Warren E. Hall of the OPA Labor Office in which he warns that "unless the tremendous consuming power represented by the labor movement is thrown into the breach to hold the OPA line, which is showing signs of cracking under the terrific pressure of profit hungry industries, disastrous inflation will sweep the nation."

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A BRIEF DIGEST OF THE LABOR PRESS

February 19, 1945

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MANPOWER AND PRODUCTION

LABOR (RRB) reports on the status of the May-Bailey Bill: "The offensive May Bill, which has the administration's backing, and which would impose forced labor for private profit on America's workers, seems definitely out of the window insofar as the Senate Military Affairs Committee is concerned." Senator O'Mahoney of Wyoming is quoted as saying of the bill: "It hasn't got a chance."

In the meantime, a substitute manpower bill is being offered by Senators Wagner and Kilgore which will eliminate the "forced labor" features in the May Bill so offensive to labor. It reinforces the methods and machinery now in effect and proposes means for strengthening them. The Office of War Mobilization and the War Manpower Commission are granted ample powers. CIO NEWS

LABOR (RRB) reports a strong attack on the proposed "labor draft" legislation by the editor of a Scranton, Pa. paper, who wired the senators that while government officials are raising a hullabaloo over lack of workers, the Scranton area has 12,000 idle employees. "The way to correct this situation is by reassignment of facilities and contracts, not by placing free American labor, the greatest single asset in war production, into a bureaucratic straitjacket.".

The paper further reports that a representative of the International Association of Machinists (AFL) in Los Angeles made a survey in the southern California aircraft industry to determine the extent of manpower shortages. He disclosed that many of the companies who were firing workers at the rate of several hundred a week, at the same time were making desperate pleas for new employees - who were hired at a lower wage rate. "Those discharged are often rehired a week later, if they consent to take a cut in pay."

Another "devastating" blow was administered the May-Bailey Bill, LABOR says, by Agnes Meyer, wife of Eugene Meyer, publisher of the Washington Post, and a "veteran newspaper reporter in her own right." Mrs. Meyer went to Cleveland to study the manpower situation at first hand. "She found that whatever manpower chaos exists is due not to the workers, but to lack of coordination between government agencies, and inefficiency of managements in utilizing the labor they have. As an example of the lack of coordination, she cited desperate attempts of WMC to get workers for the foundries, but these efforts proved futile because of the refusal of WLB to permit raises in foundry pay rates so as to make the jobs sufficiently attractive."

Speaking of low wages in foundries, the ST. LOUIS LABOR TRIBUNE (AFL) reports that furloughed soldiers assigned to foundry plants to relieve the acute manpower shortage find the wages so low that they have asked to be returned to active service. An affidavit from one such soldier is published.

THE AMERICAN LABOR CITIZEN (AFL) San Francisco believes one way of solving manpower shortages might be to see that the workers get food. It states: "Cold stark hunger gnawing at the stomachs of thousands of shipyard workers at the Kaiser Richmond yards has caused more disruption, more headaches on the manpower problem, a greater labor turnover than all the problems in all the war plants put together in the entire Bay industrial area."....."The Kaiser management can boast of the largest labor turnover in the area, some 6,000 workers a month clearing out of the yards and being replaced by intensive recruiting campaigns throughout the nation. Many of the clearances were given because of ill health and an investigation shows that much of the ill health is due to basic malnutrition causes."

GULF COAST NEWS DIGEST (CIO) reports that because the Mobile local of the IUMMSWA (CIO) estimates that the present work force of 23,000 will be reduced to 15,000 by the middle of June, it has wired government officials, Senators and Congressmen in an effort to have the critical area designation of that area lifted; thus paving the way for the Alabama Dry Dock and Shipbuilding Co. to return to a five day, 40-hour week instead of the present week of 48 hours, in order to cushion as much as possible the announced reduction in force.

KENOSHA LABOR (AFL-CIO) announces that 100 married women employees of Nash-Kelvinator Corporation were laid off this week.

STABILIZATION

A decision of the Westinghouse Electric Company to turn over to the Navy management of their Canton and Louisville plants has aroused much protest from the UE-CIO. The UE NEWS (CIO) states that under present regulations for naval operation of government owned plants, the UE locals will lose the protection of the UE-Westinghouse contract, under which they formerly operated. A civil service status for employees will be substituted, with changes in the method of wage payments which eliminate incentive payments and involve reductions in earnings. CIO President Philip Murray has interceded with Undersecretary of the Navy Bard on behalf of the UE workers.

Something of a milestone was reached this week, says Ruben Levin in LABOR (RRB) when the powerful R. R. Donnelly & Sons Company "rabid anti-labor" printing corporation in Chicago, agreed to sit down and bargain with four AFL unions which recently won an election at Donnelly's huge plant.

The City and Sanitary Drivers Union of Minneapolis is credited by KENOSHA LABOR (AFL-CIO) as being the first Teamsters Union in the country to have obtained a guaranteed annual wage for its members.

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A BLS Bulletin on a survey of wages in department and clothing stores is given as evidence by the RETAIL WHOLESALE AND DEPT. STORE EMPLOYEE (CIO) that substandard wages and "job corroding insecurity" is the lot of workers engaged in various branches of retailing. The paper recalls that "Judge Sullivan in his recent ruling upholding Sewell Avery of Montgomery-Ward, has blithely ignored this sector and a dozen other indications that ours is a total war effort involving distributive workers and white collar workers, as well as those actually making and handling the munitions of war."

The AFL Executive Council at Miami approved plans for the formation of an affiliated Government Employees Council, to pool the strength of government workers organized by the AFL for action to improve the status of such workers. Chief objectives are (1) Adoption of legislation by Congress which will increase the basic pay of government workers which is far out of line with wartime increases in living costs and has not been adjusted since 1922 and (2) Approval by Congress of legislation which will grant actual time and a half overtime rates to government employees. AFL WEEKLY NEWS SERVICE

LABOR (RRE) reports that Senator O'Mahoney of Wyoming disclosed this week that "wealth has concentrated in a relatively few corporations to a point where individual economic freedom is endangered" and that "some corporations are more powerful than many states". He gave General Motors as an example stating that in 1942 its receipts were almost three times greater than New York - the richest state in the Union.

POST WAR

The AFL Executive Council at its Miami meeting called upon America to back a comprehensive 8 point program to assure economic security when the fighting is over (1) Enlist cooperation by government, labor, industry and agriculture on basic policies and principles (2) Maximum peacetime production and full employment (3) Recognition of unions and full acceptance by industry of free, collective bargaining with trade unions (4) An effective reconversion program (5) A broad public works program (6) A comprehensive housing program (7) Immediate adjustment of hourly wage rates to provide wage earners with sufficient income and purchasing power to match the nation's productive capacity (8) Prompt lifting of government controls over business, labor and agriculture as soon as such action can be taken with due regard for economic safety. AFL WEEKLY NEWS SERVICE.

The AFL Metal Trades Department favors a six hour workday and a 30 hour week for the post-war period. The BULLETIN OF THE METAL TRADE DEPARTMENT in an article on the subject states: "Time and experience have proved that as the hours of labor were slowly decreased, the output per capita increased while the labor cost of production decreased, even though the dollar and cent wage were advancing."

In order to effect its post-war housing program, the AFL Executive Council has called upon Congress to adopt enabling legislation for the building of 15 million new homes in the first ten years after the war, which would provide nineteen million jobs in construction, building materials and household furnishings. AFL WEEKLY NEWS SERVICE

MISCELLANEOUS

The Executive Council of the United Textile Workers of America (AFL) met in Washington this week and made public a demand for a 65 cents minimum wage for textile labor, lashed out at the labor draft as a "quack remedy and strait-jacket" for the nation's workers and adopted a five point program to aid World War II Veterans. TEXTILE CHALLENGER (AFL)

KENOSHA LABOR (AFL-CIO) reports that UAW-CIO Local 72 is negotiating with the Nash Kelvinator Corporation in an effort to win acceptance of a union proposed contract supplement on war veterans' seniority rights. The union proposal is based on the international union's model contract on veterans' seniority.

The same paper reports the Maryland legislature as considering one of the "worst anti-labor bills in the memory of U. S. labor," with indications that the nation-wide "union-busting drive" will be carried into other states if successful in Maryland.

From now on the CIO NEWS will carry in each issue a page entitled "Washington Guide" to inform its readers of Congressional activity.

TEXTILE CHALLENGER (AFL) congratulates the International Ladies Garment Workers Union on sponsoring the appointment by AFL President Green of a Negro woman member, the educational director of one of its locals, to the Labor Women's delegation sent to England.

KENOSHA LABOR (AFL-CIO) reports that AFL, CIO and Railroad Brotherhoods have been invited to send representatives to be part of the official U. S. Government delegation to the conference of American Republics in Mexico City. "This is the first time in recent history that United States labor spokesmen are playing a part in an international conference which will determine the basic policies to be followed by all Western Hemisphere nations, with the exception of Argentina."

An article by S. A. Dange, President of the All-India Trade Union Congress, in the AMERICAN FEDERATIONIST describes the long and bitter struggle involved in organizing the trade union movement in India. He says: "In India trade union organization is legal in theory and illegal in practice. You can organize a trade union, but the moment you organize a mass trade union it is liable to land you in a jail", -- he has served three sentences in prison amounting to 13 years.

International Association of Machinists' President Harvey Brown has rallied the three quarter million members of his huge organization behind a campaign to oppose postwar compulsory military training. LABOR (RRB)

THE GUILD REPORTER (CIO) devotes a page to an article by Albert Hamilton of Labor Press Associates on "Why Isn't the Department of Labor Functioning for Labor?"

INTERNATIONAL WOODWORKER (CIO) is publishing a series of articles on The New Age of Wood by Office of Manpower Requirements Ellery Foster.

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February 12, 1945

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PRODUCTION AND MANPOWER

United and firm in their continued opposition to the May-Bailey "work or fight" bill, both the AFL LABOR'S MONTHLY SURVEY and the CIO ECONOMIC OUTLOOK devote their February issues to presentation of facts and figures offering conclusive evidence as LABOR'S MONTHLY SURVEY states that "there is no manpower crisis - except a crisis in manpower waste". The CIO ECONOMIC OUTLOOK agrees in much the same words and bluntly charges fake shortages. "The CIO has checked through its unions every case in which the War Department and other agencies said that critical manpower shortages existed. In a great many allegedly critical cases no manpower shortage was found. The government had taken the employer's word without any check."

On the other hand, LABOR'S MONTHLY SURVEY reveals that cutbacks have sent unemployment skyrocketing and that jobless insurance payments have mounted in the past year all the way from 152 percent in California to 502 percent in Michigan. A dozen plants are listed where layoffs, ranging up to 12,500 per plant are under way "but the Army and Navy are making no effort to give them new contracts."

LABOR (RRB) accuses the "brass hats" of doctoring a manpower report, issued by WMC, deliberately ignoring production gains and playing up manpower shortages to fit in with their determination "to inflame the public and Congress into passing legislation drafting labor for private profit"....."Thus the shocking situation has been reached that no agency of the government may tell the truth if that interferes with the plans of the military - in this instance to put over "forced labor."

One of the most vigorous opponents of labor draft legislation, N. A. M. President Ira Mosher, says the bill could become a "national slow-down bill"....."It could ruin production efficiency of hard working millions in war production." LABOR (RRB)

While the labor draft bill is being fought over in Congress, labor is persistently going ahead meeting and solving manpower needs at local levels as they arise. The UNITED AUTOMOBILE WORKER reports that the Army has reversed a previous policy of placing no new war production contracts in Detroit area plants when UAW-CIO Vice President Walter Reuther disclosed that cutbacks in Detroit plants had caused a decline in employment of 24% from peak employment levels which included 60,000 women and many Negro workers. The Willow Run Bomber plant had dropped from

40,000 to 20,000, with 12,000 laid off at Briggs and more than 6,000 at Murray Body.

So successful has been a "Pass-the-Ammunition" Drive conducted by the CIO Mine, Mill and Smelter Workers Union to obtain additional workers for three vital Connecticut brass companies, that the Connecticut State Industrial Union Council has forwarded a description of the plan to the War Manpower Commission and other government agencies, recommending its use in other critical labor areas. Congressional committees considering labor draft legislation have also been advised of the success of the plan as proof that voluntary methods of solving manpower shortages can obtain results. Says the CONNECTICUT VANGUARD (CIO) "It gets the ammunition going to our armed forces where they need it. It does not sacrifice any of the American freedoms which members of our armed forces believe they are fighting to preserve."

UE NEWS (CIO) reports that the Manpower Coordinating Committee in St. Louis (consisting of union, employer and government representatives), has worked out a plan to transfer 15,000 needed workers from less essential jobs to essential work, with guaranteed seniority and reemployment rights in their old jobs. Similar arrangements have been worked out in New York by the UE-CIO.

The War Department announces that nine representatives of the United Rubber Workers are on their way to Europe to observe at first hand the volume of tires now being used up and destroyed in the war areas. On the home front, official War Department certificates of commendation will be presented to workers in the tire industry who maintain perfect attendance records during the 120 day period beginning January 1 in an effort to stimulate the production of tires and tubes urgently needed in overseas theaters. Tire companies are now operating on a seven-day week. UNITED RUBBER WORKER (CIO)

STABILIZATION

The Vinson instruction to WLB advising that it may not render any decision, even on "fringe" cases, without consulting OPA, has so angered the UAW-CIO that its Executive Board has drawn up a strongly worded resolution to the parent CIO demanding the withdrawal of its representatives "from the impotent shell that is left of the WLB." The resolution urges upon President Roosevelt "who cannot escape full responsibility for the present inaction and indecision", the creation of a new labor board whose prerogatives in the field for which it is created shall be comprehensive, clearly defined and not subject to the veto of other government agencies." A motion was added to the effect that unless the situation had been remedied within 30 days, the UAW would ask that a special meeting be called of the CIO Executive Board for the purpose of withdrawing its members from WLB. UNITED AUTOMOBILE WORKER (CIO)

In a conspicuous box on its front page, the same paper headlines: "Three Strikes on WLB." Strike One - "The Little Steel Formula freze labor's pay and deprived WLB of any authority to grant increases." Strike Two - "Current Orders from Byrnes submitted through Vinson depriving WLB of the right to grant labor any concessions on fringe economic issues." Strike Three -"and Out"- "Ruling by a Chicago Federal judge in the Montgomery Ward case that WLB decisions cannot be enforced."

UNION REGISTER (AFL) Seattle views with much concern the Montgomery Ward decision which ruled that WLB directives are merely "advisory." "By clouding the Board's actions with illegality, the federal court has given employers free rein to openly ignore WLB directives"....."The net result of this verdict is that it will give aid and comfort to employers who are already in non-compliance - and it will encourage others, who have heretofore been complying, to ignore any board or commission decision which they don't happen to like."

Donald Montgomery, Consumers Counsel of the UAW-CIO, in discussing the announcement by WPB and OPA of a"sweeping" program to get more clothes produced in low and medium price lines, suggests that consumers let OPA know that "press releases are fine, but that price control in retail stores would be better.....the ceilings are drawn up. They only require okay. They have been waiting for an okay for a long, long time. Why the delay, OPA?" UNITED AUTOMOBILE WORKER (CIO)

HOUSING

CONNECTICUT VANGUARD (CIO) states that Bristol Brass union officials having agreed to the importation of Jamaican workers to solve manpower shortages are now faced with the problem of housing these workers. The union claims that although vacant FHA units are within five minutes walk of the brass plant and despite pleas for better Negro housing from both the company and the union, "certain biased influences have steadily blocked such measures and are preventing housing of Jamaican Negroes."

TOLEDO UNION LEADER (AFL) discussing the Negro housing shortage in its community says: "It is needless to say that crowding 10,000 more persons into quarters that were already not ample, has caused a serious situation." The paper recommends that the government take speedy action to construct new community homes.

HEALTH AND SAFETY

UNION REGISTER (AFL) Seattle comments on a survey released recently by the BLS which "lays out in ice cold figures how operators in the lumber industry have permitted accident frequency rates among their workers to climb to alarming levels because with a few significant exceptions, they have failed to install safety devices for machinery and provide protective equipment for their employees." The survey further relates that "in a report issued by WPB in March, 1944, woodworking is not listed among the 199 industries showing expenditures for safety equipment. Replies by the woodworking industry to the WPB questionnaire revealed that there were not enough items purchased to warrant a comparison with other industries."

AFL and CIO unions in California are deeply interested in the comprehensive state health program to be acted upon by the California State Legislature. AFL President Green has wired the governor expressing approval of his program although suggesting per capita method of paying physicians rather than the fee for service method. Both AFL WEEKLY NEWS LETTER OF THE CALIFORNIA STATE FEDERATION and the CIO LABOR HERALD devote considerable space to discussion of the bill.

MISCELLANEOUS

AFL WEEKLY NEWS SERVICE says that the labor situation on state legislative fronts is far more encouraging than was anticipated. In only a few of the 44 State Legislatures due to meet this year have anti-labor measures been introduced. "Even more heartening is the fact that the State Legislatures have condemned sniping at labor's freedoms and have expressed friendly attitudes toward the trade union movement."

AERO NEWS (AFL) California reports that the Ventura County Building and Construction Trades Council is fighting an attempt of the citrus growers' associations to hire German prisoners of war to work in citrus groves. The Council claims that there is no labor shortage in the area and warns of "an acute and dangerous situation" which may arise since Ventura is in the heart of a vital defense area.

AFL DIRECTOR OF Organization, Frank Fenton delivered an address before a meeting of the National Screw Machine Products Association in Milwaukee in which he warned that unless employment is provided for 58 to 60 million workers when the war is over, the national economy will crash. KENOSHA LABOR (AFL-CIO)

KENOSHA LABOR (AFL-CIO) takes pride in the fact that its former editor, Paul R. Porter, has been named as American labor advisor on labor affairs to the Allied Control Commission in Germany. Mr. Porter has been Chairman of WPB Shipbuilding Stabilization Commission since 1942.

~~ASn~~ Whitelock ~~Bland~~ ~~Scott~~ Whitford
MVR: File

ESTRICT

A BRIEF DIGEST OF THE LABOR PRESS

February 5, 1945

This digest has been prepared for the use of the WPB labor staff and other interested government officials.

We shall appreciate your comments or suggestions. Our telephone number is Republic 7500, Extension 73618. Ask for Malcka Stern.

The Executive Council of the American Federation of Labor meets this week in Miami to consider "grave wartime problems". The Council is expected to call upon Congress to reject compulsory national service and to give WMC authority to mobilize manpower by voluntary methods. The AFL body is expected to call for immediate enactment of the Wagner-Murray-Dingell amendment to the Social Security Act; for an increase in minimum wage rates by amending the Wage-Hour Act as an aid to low income and white collar workers; and for legislation to provide permanent pay increases to workers in Government Service. Mr. Green will report on the results of the recent visit of an AFL Committee to the President at which he was asked to issue an executive order adjusting the Little Steel Formula to meet higher living costs and also report on developments with regard to the suggested reaffiliation of the United Mine Workers. AFL WEEKLY NEWS SERVICE.

MANPOWER AND PRODUCTION

At present writing the May-Bailey bill has passed the House and is now being given a complete "going-over" by the Senate. A change considered - and one highly favored by labor - is that WMC be given authority to administer the bill instead of Selective Service. AFL WEEKLY NEWS SERVICE quotes from a statement by AFL President William Green: "There is no shortage of manpower - it is a question of proper utilization of available manpower.....If Congress believes that in view of the critical nature of the present war, it is necessary to make a comprehensive investigation and reappraisal of manpower in the United States, it should utilize civilian agencies such as the War Manpower Commission."

WPB Labor Vice Chairman Joseph D. Keenan just returned from a visit to the fighting fronts in France declared he is still opposed to work or fight legislation which he warns "may cut production 30 percent instead of increasing it." As a way of increasing production through voluntary methods, Mr. Keenan suggests: "We should try to use small concerns that have been cut back. Give them subcontracts for essential war work instead of closing them down and dispersing the workers who may take six months to find new jobs at which they are best qualified." AFL WEEKLY NEWS SERVICE

UNITED AUTOMOBILE WORKER (CIO) reports that Walter Reuther of the UAW-CIO sharply takes the Navy to task for the existing shortage of Corsair fighting planes. He claims that against the advice of the union, the Navy cancelled contracts at Brewster, scattering a labor force of almost 15,000. Now the Navy informs WPB it is short of Corsairs. "As long as this type of bungling continues, there can be no justification for enacting a National... Service Act. Obviously what is needed is not a general, catch-all legislation, but more careful planning and concrete corrections of specific production deficiencies where they exist. Frequently, these deficiencies are due to bad labor relations and wage policies."

According to an analysis of figures gathered by the BLS, Office of Labor Production Chief Economic Advisor, David Saposs, states that "actually - and this isn't much publicized - the rate of discharges and layoffs has been going up, while voluntary quitting has been going down", which LABOR (RRB) says refutes the arguments put forward by champions of a labor draft law that it is needed to stop the "exodus" of workers from war jobs into civilian industries. Mr. Saposs declares: "The quit rate among workers in war plants is lower than in non-war plants. That rate has been declining month by month and it's now less than in 1943."

New ship construction work on the West Coast is slated for a sharp reduction during the last half of 1945, WPB Chairman Krug announced this week. Employes released will be shifted to "urgently needed ship repair work", he said. LABOR (RRB)

LABOR (RRB) reports with much pride Mr. Keenan's statement that one of the miracles of the European war theatre has been the great job done by Yank railmen in restoring much of the wrecked French railroad system to serve the fighting fronts. "These Yank railroad workers, assisted by French and Belgians, have given a phenomenal performance and I'm surprised that their work hasn't received more publicity."

STABILIZATION AND WAR LABOR BOARD

Labor is becoming increasingly resentful of interference with WLB controls by Economic Stabilizer Fred M. Vinson, according to LABOR (RRB). Under these controls WLB except in relatively few cases has been unable to grant general wage increases. Its concessions have been confined mainly to "fringe" issues, such as vacations with pay, night shift differentials, job reclassifications and other such adjustments. Now Mr. Vinson is demanding that board awards even on such items be subject to veto by OPA and his letter to the Board to that effect "made even public members rebel against the proposed restriction."

LABOR continues - "Leaders of both the AFL and CIO have protested to the White House - and the UAW-CIO "Went so far as to urge withdrawal of the labor members from CIO". In addition, the Textile Workers Union (CIO) charged that Vinson's action "was prompted by pressure from sweatshop Southern cotton mill owners, who are trying to torpedo a WLB decision granting wage adjustments to low paid textile employes."

Donald Montgomery, Consumer Counsel, UAW-CIO, in the UNITED AUTOMOBILE WORKER (CIO) says that "Wartime price stabilization received a body blow last week when Price Administrator Bowles authorized increased prices on five basic steel products. No wage increases get born in wartime Washington without benefit of clergy. But the steel price boost, it appears, was left on Vinson's doorstep already born and in a basket.....Only a full dress public investigation of OPA price actions and price policies in this steel case can bring before labor an adequate picture of the glaring discrimination between how government stabilizers handle wages and how they handle prices .....Who said the Little Steel Formula couldn't be broken? It's been smashed to pieces - at the wrong end."

Another article in the UNITED AUTOMOBILE WORKER (CIO) discloses that "while maintaining flinty opposition to wage raises which would permit labor to catch up with greatly increased living costs, James F. Byrnes, Assistant President, has used his powers to extend for another four months substantial "temporary" price increases granted rubber tire companies in April,1944."

The CIO NEWS reports the United Packinghouse Workers (CIO) as angered by the delay in settlement of their 17 months old wage case pending before WLB; they have addressed an indignant letter to Economic Stabilizer Vinson "objecting to the interference" which has held up the settlement. The letter urges him to "remove the blocks which you have placed in the road of WLB's activities and permit them to proceed immediately toward a final disposition of the case."

Sewell Avery, says LABOR (RRB) "bitter end anti-union head of Montgomery Ward," has won a victory this week in his long war with the government and organized labor, when a Chicago Federal court ruled that the President had illegally seized 16 Ward properties, despite his defiance of WLB orders. The government, however, is prepared to appeal to the Supreme Court. WLB Chairman Davis warned that "the whole plan for peaceful settlement of wartime labor disputes will collapse unless the decision is reversed, or Congress revises the law."

The UNITED MINE WORKERS JOURNAL (Ind.) has registered indignant protest over the reclassification by OPA of the company stores operated by Koppers and Island Creek Coal Companies who "have won profit margin increases by having their company store ratings lifted from No. 3-O P A margin bracket to No. 1, in which category they will enjoy the highest retail margin of profit allowed under O P A price controls". Thus "millions of dollars yearly will be added to the food bills of coal mining families by this one act of O P A - the agency which is supposed to hold the line on the cost of living."

Unionism yields dividends not only in higher wages but in paid vacations as well, according to a Labor Department study, which shows that "a much higher proportion of union establishments have paid vacation provisions than non-union establishments." LABOR (RRB)

UNION REGISTER (AFL) Seattle, says that "history was made" this week when Yakima Local 2739 of the Lumber and Sawmill Workers (AFL) completed negotiations with the Cascade Lumber Company for the first sick-leave agreement and the first two weeks vacation with pay clause in the entire lumber industry. This the paper feels will "crack the ice for the entire lumbering industry."

UNITED AUTOMOBILE WORKER (CIO) reports that the Boston Regional WLB has upheld the contention of the UAW-CIO that General Hershey's interpretation of the Selective Service Act ruling that veterans are entitled to a year of "super-seniority" is inconsistent with the intent of the act. The UAW-CIO, other labor groups and several veterans' groups have insisted that the act means that a serviceman accumulates seniority while he is in service, reclaims his job on the basis of his accumulated seniority, but is subject to lay-offs, along with other employees, in line with his accumulated seniority. The Scovill Mfg. Company asked for a clause in its contract with the CIO Mine, Mill and Smelter Workers that is essentially the same as Hershey's interpretation. Unions have pointed out that application of such a policy would soon destroy the seniority system.

Time lost due to strikes in 1944 was reduced one third from strike losses in 1943, according to a BLS report. AFL WEEKLY NEWS SERVICE

Commenting on the jurisdictional dispute between the Teamsters Union (AFL) and the Brewery Workers Union (Ind.) THE BREWERY WORKER (Ind.) states that although the War Labor Board considers the brewing industry essential to the war effort, President Daniel J. Tobin of the Teamsters, disagrees. To prove its essentiality, the paper quotes from an article in a WFA publication which discusses the therapeutic value of brewers' yeast and its "unique composition of vitamins and related factors" and further states that "Breweries throughout the country are producing malt for industrial alcohol purposes - including munitions and are under direct orders of the Government to produce beer for the U. S. armed forces."

A survey conducted in 14 New York cities by the State Industrial Commissioner discloses that the average woman worker who "lives with her family" needs a minimum of $1643.53 a year and this figure "does not include luxuries, extremes of any kind or even many desirable things that are in fairly general use." LABOR (RRB)

POST-WAR

Ben Dor, columnist in the AMERICAN LABOR CITIZEN (AFL) San Francisco, submits various plans for disposition of all the plants and equipment which the government has built for war needs. It is estimated that the government now owns one fifth of the nation's total manufacturing facilities and with proper handling, he believes these plants and machines can be made to provide abundance for the nation and jobs for our workers.

Four plans most frequently discussed which may help in accomplishing these objectives are: (a) wherever possible, sell the plants to cooperatives, (b) keep the plants going as public corporations, (c) keep the plants and rent space in some of them to small businesses on a "multiple rental" system. (The latter is Maury Maverick's plan who feels that its adoption "offers the greatest promise for putting the government's gigantic war plants to use in production and employment after the war".) (d) Rent the surplus machines to small business. Such an arrangement is considered an excellent way of providing competition for the monopolies which depend in part on the fact that new machinery is expensive and beyond the reach of their small competitors.

Industrialists who had hoped to get a head-on start on converting from war to peace have been given a "stiff jolt" by WPB, says LABOR (RRB). The production of industrial machinery and plant equipment for postwar civilian manufacturing was halted indefinitely. The order rules out any retooling of plants. "This action was considered a triumph for military authorities, who had long advocated it."

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A BRIEF DIGEST OF THE LABOR PRESS

January 29, 1945

> This digest has been prepared for the use of the WPB labor staff and other interested government officials.
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> We shall appreciate your comments or suggestions. Our telephone is Republic 7500, Extension 73618. Ask for Malcka Stern.

MANPOWER AND PRODUCTION

As debate on the May-Bailey work or fight bill is scheduled to start in the House of Representatives, labor still remains united and adamant in its opposition. The COLORADO LABOR ADVOCATE (AFL) sums it all up: "To date, not one responsible representative of management or labor has supported national service legislation or the various forms of it which have been suggested. As everybody knows, who knows anything about the way Washington bureaucracy functions, the technical staffs in the War Manpower Commission and the War Production Board - that is, the fellows who really know the details of war production - feel vigorously that all this talk about a manpower crisis is malicious nonsense."

SHIPYARD WORKER (CIO) "Compulsory service may have been necessary in Britain, where the population was small, and all the nation's resources had to be mobilized for war. But in Britain the measure was administered by laborites in the government while there is every indication that the labor draft will become a weapon in the hands of reaction if adopted here.... But we don't need a labor draft because the one thing that is making possible the victory offensive of the heroic United Nations' armed forces is the miraculous production achievement of American labor, free workers in a democracy who do not need compulsion to answer the needs of their nation."

LABOR (RRB) says that the Military Affairs Committee is trying to "sweeten" the labor draft by eliminating a "vicious" rider providing "that workers conscripted into war plants need not join unions, even though 'union shop' contracts achieved through years of effort, may exist in such plants", thus nullifying the closed shop.

And as proof that labor is not alone in its opposition to the labor draft, LABOR (RRB) reports: "It is gratifying to note that Captain Eddie Rickenbacker has apparently recovered his sanity. While in Los Angeles, Rickenbacker interviewed by one of Hearst's anti-labor papers, came out flatly against President Roosevelt's labor draft proposal. 'It is both undemocratic and too late', said Rickenbacker. 'Whatever lag may have developed in the home front war spirit is traceable to too much wishful thinking at the top, which naturally seeps down to the people. If we go to forced labor, we are running the risk of dictatorship and nullification of the Bill of Rights."

Senator James M. Mead of New York declared in the Senate on January 22 that at the Norfolk Navy Yard which claimed to be short 4,000 workers on essential programs, he and his colleagues of his War Investigating Committee found "excess manpower, wasted labor, hoarded labor and enforced loafing" to a degree "deeply disturbing and significant".... His assertions, according to the AFL WEEKLY NEWS SERVICE, set off a debate in which the "smoldering Senate opposition to national service legislation burst into the open, with members using such words as 'treason' and 'sabotage' as they joined in denouncing wastage and malutilization of labor."

And while Congress is preparing to speed action on the May Bill, WPB announces "remarkable production increases in December in the critical munitions program, with but a single exception." AFL WEEKLY NEWS SERVICE.

Neither AFL nor CIO lumber workers can understand why there should be any need for national service legislation. The UNION REGISTER (AFL) Seattle quotes an official of the AFL Lumber and Sawmill Workers Union. "These are strange demands to be coming from high government officials in Washington, in view of the fact that we were just back there informing the agencies that much of the manpower already in the lumber industry isn't being utilized to the fullest extent.....there is nothing in this whole manpower situation that common sense and wage increases couldn't cure."

The CIO Textile Workers Union agree that misuse of manpower and not a manpower shortage is what's really wrong, especially in the cotton textile industry. TWU Research Director Sol Barkin told the Mead Committee this week that present military and civilian shortages "can only truly be solved by correcting the obsolete wage and employment policies in cotton textile mills." CIO NEWS

RACINE LABOR (AFL-CIO) reports that day shift employes of the J. I. Case Shell Department walked out on a scheduled speech to be made by an NAM representative, who has been touring Racine plants making 30 minute speeches. The UAW-CIO Local President wrote to Undersecretary of War Patterson protesting "this interference with war production". He stated bluntly that labor mistrusted the motives of the NAM and that no program designed to bolster the workers' morale could be a success without labor participation.

The newly formed Brass Mill Labor Advisory Committee of the War Production Board recently held its first meeting and formulated a program designed to aid the brass mills in meeting the needs of the expanded munitions program. A sub-committee consisting of UAW-CIO Kenneth Cole and IAM (AFL) W. G. Flynn is to meet weekly with officials of the Copper Division. KENOSHA LABOR (AFL-CIO).

STABILIZATION

LABOR (RRB) is cautious in its approval of the new program launched by WPB and OPA promising a greater volume of low cost garments by the suspension of production of luxury garments; furthermore, wholesalers and retailers will be compelled to absorb all price hikes. "Good news, if true," is the headline.

The CIO NEWS, however, hails the program as a victory for the CIO and its Women's Auxiliaries which have campaigned for low-priced durable clothing for more than a year.

Four New York Hospitals which are fighting Local 444 of the State, County and Municipal Workers Union (CIO) have appealed the decision of the New York Regional War Labor Board granting wage increases to the 1200 men and women manning the hospitals. The union assures that "while the hospitals have obstructed any progress on the WLB case, nurses day in and day out report for their 12 hour stretch; technicians carry on their thousands of tests and determinations; innumerable prescriptions have been filled; over a million meals have been served; thousands of X-ray pictures have been taken; and thousands of babies delivered" - all under tremendous labor turnover and a great manpower shortage. NEWS OF STATE COUNTY AND MUNICIPAL WORKERS (CIO)

Joseph Mire of the STATE COUNTY AND MUNICIPAL WORKERS (AFL) has an article in the AMERICAN FEDERATIONIST - "Caught in the Nutcracker" on the plight of the public employee. He says the public employee is on the wrong side of the ledger. Carrying a heavier work load than ever before, he is working fifty, sixty and even seventy hours a week without overtime pay - and his pay has increased during the war less than that of his fellow workers in industry.

AFL WEEKLY NEWS SERVICE analyzes a WLB report which "explodes the high wage myth". The report covering a 20 month period discloses that out of a quarter of a million cases involving 14 million workers, the average earnings at the time of applications for increases, amounted to less than 70 cents an hour, "scarcely a subsistence level". Average raises granted in these cases amounted to 6.3 cents per hour which left the pay rates "still below decent American standards." The report revealed that employees in unorganized or company union plants are paid far less than in union establishments.

SOCIAL SECURITY

AFL Director of Social Insurance Activities, Nelson Cruikshank, comments on the statement made by the President when he recently signed the bill continuing the rate of contributions to the Federal Old Age and Survivors Insurance System at one percent. In explanation of his reluctance to sign the measure, the President said: "The Public will understand that as a nation we are committed to social security and will undoubtedly increase and not decrease its benefits." "Yes," Mr. President," says Nelson Cruikshank: "Not only will the Public understand, but it is what they expect". AMERICAN FEDERATIONIST (AFL)

He outlines the AFL program for "contributory social insurance," as (1) a national system of unemployment insurance (2) extension of the present system of old age and survivors insurance (3) protection of the social security rights of the men and women in the armed services and (4) a health service for all workers including self employed persons and members of their families.

How desperately needed is such a health program is demonstrated by the disclosure of the chief of the medical division of Selective Service who reveals that five million men have been rejected as unfit for the armed services. LABOR

LABOR (RRB) states that President Roosevelt put the administration's support this week behind the effort of the Railroad Labor organizations to obtain amendments liberalizing the Railroad Retirement and Railroad Unemployment Insurance Acts.

AFL Boris Shishkin presented in an address before the American Society for the Advancement of Management "a sweeping program to stabilize and assure full employment for forty years". He warned that the goal of full employment cannot be divorced from the goal of adequate income. His program embraces a guaranteed annual wage plan and recognition of the need to make sure that the American worker is given opportunity of full employment "during his entire productive life span." AFL WEEKLY NEWS SERVICE

SHIPYARD WORKER (CIO) states that Representative Charles La Follette of Indiana in introducing his latest bill for a permanent FEPC, criticeses Mr. Byrnes' recent report to the President: "Nowhere in his communication do I find any recognition of the fact that we all know to be true - that prejudice still stands between our minority citizens and vacant jobs." The SHIPYARD WORKER states: "The amount of unemployment among minority workers may be regarded as a particularly sensitive index of our economic system."

MISCELLANEOUS

Nine representatives of workers in the American tire industry, all members of the United Rubber Workers Union (CIO) will visit the battlefronts of France and Belgium to obtain first hand knowledge of the volume of tires now being used up and destroyed overseas. KENOSHA LABOR (AFL-CIO)

Mark Starr, Educational Director of the International Ladies Garment Workers Union has an article in the AMERICAN FEDERATIONIST on the importance of higher education for labor leadership, outlining the complexities and difficulties in training men and women for service in the labor movement. He quotes a statement by Julius Hochman: "In recent years, and especially in the past decade, the labor leader's job has broadened and become more complicated. It is no longer enough for him to be an effective organizer, speaker and pamphleteer. Today he must know his way about in many fields far removed indeed from labor's original path in earlier and simpler days."

~~DSr~~, ~~Whitelock~~ ~~Bland~~ ~~Abbott~~ WPB files

A BRIEF DIGEST OF THE LABOR PRESS

RESTRICTED

January 15, 1945

This digest has been prepared for the use of the WPB labor staff and other interested government officials.

We shall appreciate your comments or suggestions. Our telephone is Republic 7500, Extension 73618. Ask for Malcka Stern.

MANPOWER AND PRODUCTION

The entire December-January issue of LABOR'S MONTHLY SURVEY (AFL) is devoted to a discussion of present manpower and production needs. Facts and figures, illuminated by charts, are presented as conclusive proof that national service legislation is not the solution to manpower shortages; and that these can best be corrected by raising wages, decent housing, adequate transportation, in-plant feeding facilities, etc. Specific examples are given of practical help rendered by unions to supply workers to jobs; a significant paragraph discusses the enormous increase in production of critical munitions since last June achieved by the voluntary cooperation of labor and management. The charts and table cannot here be reproduced - but they tell the story better than words.

From an editorial in LABOR (RRB) "The President's demand for legislation drafting workers for private profit is hard to explain, except on one of two premises: Either the Chief Executive's subordinates have not supplied him with accurate information concerning the manpower situation in the war plants; or the President is using this highly controversial draft suggestion to shift public thinking from more embarrassing problems." LABOR continues: "People are asking for explanations concerning the break-through on the Western front" and Hanson Baldwin, military expert of the New York Times is said to have called on Congress to investigate immediately charges that the arms our men are using in Europe are inferior to those of the Germans. Baldwin is quoted: "There is no lack of American inventive genius, no lack of engineering skill, no lack of devotion and energy, but there is a superfluity of red tape. There is over-organization and there is lack of direction." LABOR feels that by no stretch of the imagination can the American worker be blamed for "this lamentable situation."

Organized labor is not alone in its opposition to "forced labor," says LABOR (RRB). Spokesmen for the National Association of Manufacturers, U. S. Chamber of Commerce and the Farmers' Union put out blasts this week against compulsory legislation. Demands for coercion are "developing confusion" rather than production," the NAM stated.

Columnist Bradford V. Carter in KENOSHA LABOR (AFL-CIO) observes: "If there are any wise politicians among the national service advocates, they should realize that compulsion is a two-edged sword. One of these days the notion will gain currency that if it is permissible to draft manpower for private profit, then by the same token it is perfectly proper to draft capital."

An editorial in the UNITED MINE WORKER'S JOURNAL (Ind.) claims that although a new high was established in coal production in 1944 with greatly diminished manpower, unless the Government takes steps not only to exempt miners from the draft but also arrange for additional men to return to the mines, the war effort will suffer. Says the editor: "It ought to be apparent to any sane person that the industry cannot continue to produce coal with the draft making additional inroads and death and injury taking their normal toll."

According to the LABOR HERALD (CIO) California, two union made suggestions stepped up tire production at the Los Angeles Firestone Rubber Company by better than 25%. One bottleneck was eliminated by correcting faulty scheduling; the other, by eliminating turnover in a compound room by securing higher wages for its workers.

JUSTICE (ILGWU) gives a perfect example of union, management, WPB and War Department cooperation in the reopening and revitalizing of a Berkshire textile mill which was all but ready to shut down for lack of contracts. Prompt action by all parties concerned resulted in the awarding of important contracts for tents urgently needed by the military, much to everybody's satisfaction.

STABILIZATION

The UAW-CIO has printed more than a million ballots to be used in its membership referendum on the no-strike pledge. The ballots will be mailed first to members in the armed forces and then to the domestic membership. UNITED AUTOMOBILE WORKER (CIO)

The CIO NEWS carries a dramatic appeal from CIO President Philip Murray to UAW-CIO President R. J. Thomas and the one million UAW-CIO members, exhorting them to uphold the "sacred no-strike pledge." Pleading for patience in settling grievances, Mr. Murray reminds the UAW membership that our fighting men expect us back home to "settle our grievances within the peaceful pattern of labor relations that guarantees uninterrupted war production." . . . "CIO unions, maintaining their no strike commitments have scored decisive gains for millions of workers, with millions of dollars in benefits yet to come as the NWLB makes retroactive pay decision. . . . The UAW is the strongest union in America. Its continued growth, its very existence depend on the record it builds during this war. I urge you to keep that record clean in the minds of millions of servicemen by voting to retain the no-strike pledge."

The long time controversy between the TWUA (CIO) and the Alabama Mills, Inc., has culminated this week in lockout charges against the mills filed by the union with the National Labor Relations Board, in the union's countermove in the dispute over the closing of the company's mill at Jasper. The union charges that the dismantling of the Jasper plant was merely a subterfuge to avoid dealing with the union. NEWS DIGEST (CIO) Birmingham

The National Labor Relations Board has handed down a decision protecting the salaried status of white collar workers against breakdown "as a measure of anti-union intimidation." The case involved a CIO union and the General Motors Corporation. The NLRB ordered the company to return former salaried employees to their salaried classification and restore to them all the benefits which are a part of their status. Because they had named a CIO union as a bargaining agent the employes had been changed by the corporation from salaried classification to hourly paid workers. UE NEWS (CIO)

RETAIL, WHOLESALE AND DEPARTMENT STORE EMPLOYEE (URWDSEA-CIO) devotes its entire January 1 issue to discussion of the Montgomery Ward controversy and views the seizure of the plant by the army as "the greatest single victory in the history of wartime labor relations."

Neither trade unions nor big business, according to KENOSHA LABOR (AFL-CIO) showed much enthusiasm for Senator Ball's proposal for federal legislation that would impose severe penalties on management and labor alike whenever they defied the WLB. Senator Ball stated that he believes the legislation "would work to the advantage of labor."

Industrial Health and Safety UNITED AUTOMOBILE WORKER (CIO) quotes from a report on industrial health and safety recently issued by the Office of Labor Production. The report based on BLS figures states: "For the first six months of 1944 in manufacturing along there have been 377,000 disabling injuries, 1500 deaths and 15,000 workers suffering a permanent disability. In 1942 and 1943 workers - including agriculture - permanently disabled while earning their bread and butter numbered 212,300, and the total killed reached 36,500."

BREWERY WORKER (Ind.) reports a survey soon to be started by the BLS on the causes of accidents in the brewery industry.

Proper medical facilities for all mothers and children in America is the purpose of a proposed nationwide survey endorsed by the advisory committee of the Children's Bureau of the Department of Labor. CIO NEWS

In-plant Feeding AMERICAN LABOR CITIZEN (AFL) reports a $600,000 in-pier waterfront feeding project started by the War Shipping Administration on the San Francisco waterfront in response to complaints of more than 29,000 waterfront workers for the past two years that they had no place to go for a hot meal.

Anti-labor Legislation What is viewed as a far-reaching victory for labor this week in its battle against state legislation designed to cripple unions was the five to four decision of the Supreme Court knocking out a provision of a Texas anti-labor law which requires union organizers to register before they may solicit membership. LABOR (RRB)

The CIO NEWS hails the decision which specifically reversed one previously handed down by a lower court OK'ing a three-day jail sentence and $100 fine for UAW-CIO President R. J. Thomas who had been arrested after making a speech at a CIO Oil Workers' rally, without having registered, as required by the Texas law.

Representative Louis Ludlow of Indiana on the first day of the opening of Congress introduced a bill providing for the outright repeal of the Smith-Connally Law. THE LABOR BEACON, Indiana

Veterans The Detroit District Legion Association, representing 12,000 World War I Veterans has adopted a resolution endorsing the model contract seniority clause of the CIO United Automobile Workers. The clause covers former servicemen not given seniority rights under the Selective Service Act. KENOSHA LABOR (AFL-CIO)

Post War AFL Director of Organization Frank Fenton speaking before the National Lawyers Guild warned that the present assortment of 48 different state unemployment insurance systems is "woefully" inadequate to deal with the problem of unemployment which will threaten after victory in Europe and particularly when the war with Japan is over." He also warned that American soldiers and war veterans "are not going to accept unemployment and leaf raking when they return home." AMERICAN LABOR CITIZEN, California

The OPA Labor Advisory Committee which includes representatives of the AFL, CIO and Railroad Brotherhoods, this week launched a campaign to prevent price gouging by manufacturers when they reconvert from war goods to peace time products. A four page statement on "What Workers Can Do about Reconversion" was sent out to unions throughout the land as first shot in the campaign. LABOR (RRB)

MISCELLANEOUS

THE JOURNAL OF ELECTRICAL WORKERS AND OPERATORS (AFL) reports [illegible] the close of the first term of the International Brotherhood of Electrical Workers School of Electronics at Marquette University. Seventy students were graduated and will return to their local unions to establish courses at their base, and in turn become teachers.

ST. LOUIS LABOR TRIBUNE (AFL) reports that 40 members of the AFL Electrical Workers Local Number 1 have been chosen to attend the Marquette University School of Electronics in Milwaukee.

AFL President William Green declaring "this is an historic occasion in labor history" presented an international union charter to the first convention of the newly formed Office Employes International Union. CLEVELAND CITIZEN (AFL)

~~RGA~~ ~~Whitelock~~ ~~Beard~~ ~~Abbott~~

RESTRICTED

MVR files

A BRIEF DIGEST OF THE LABOR PRESS

January 8, 1945

This digest has been prepared for the use of the WPB labor staff and other interested government officials.

We shall appreciate your comments or suggestions. Our telephone number is Republic 7500, Extension: 73618. Ask for Malcka Stern.

PRODUCTION AND MANPOWER

Manpower continues to be the Number One problem on the home front. The Byrnes' report advocating national service legislation followed by the President's message calling for the enactment of such legislation has been met by labor leaders with disapproval and denunciation. According to the AFL WEEKLY NEWS SERVICE, spokesmen for labor, industry and farmers have served notice on Byrnes that "the voluntary methods which have resulted in 'miracles of production' must be followed if new war material requirements are to be met promptly and efficiently. Any other course will result in chaos and confusion."

LABOR (RRB): "In a 20,000 word report on conditions on the home front, he (Byrnes) exaggerated the crisis in war production - a form of overstatement which has become characteristic - and insisted that workers must be put into a straitjacket to get the job done. . . . Byrnes' clamor for compulsion comes in face of the fact that by voluntary means workers have set a record of production that has amazed the world."

KENOSHA LABOR (AFL-CIO) illustrating the "impossible" and "fantastic" production records achieved by American workers, points out that in 1939 two thousand six hundred planes were produced. By 1943 aircraft was being produced at the rate of 100,000 a year; before Pearl Harbor it took six months to build an ocean cargo vessel. By January, 1943 some 79 Liberty Ships were finished in an average of 56.2 days. Between 1939 and the end of 1944 deadweight tonnage of our merchant fleet tripled.

And in an editorial, "Laid Off Workers Needed Now" KENOSHA LABOR comments on frequent cutbacks in Kenosha plants, some as recent as last November, and takes to task those who imply that labor is responsible for shortages of material. "The fact remains that now we need more stuff to win the war than our thinkers and planners thought last summer and winter. Kenosha Labor does not desire to blame anyone for the military reverses in Europe or for the change in production and employment requirements caused by the reversal. We believe that our military leaders and our war production planners and managers are doing their best - a magnificent record breaking best. But we also know that the workers in the shops are doing a magnificent job too. . . . .

Therefore, we say that the truth must be told. . . . let everybody know that the planners erred, erred by underestimating the strength and resourcefulness of the enemy. . . .. The facts should be told when they come into being and they should be told regardless of whether the possessors of the facts deem them good or bad."

LABOR (RRB) quotes a confidential memorandum circulated in one of the war agencies which charges that the exaggeration of manpower shortages and the demand for coercion over labor has "discouraged American workers, fomented resentment, beclouded our real production problems and given aid and comfort to the enemy. . . . This should be corrected and morale repaired by calling public attention to the total situation which involves sharp increases in production schedules, problems of organization and allocation, design changes, opening of additional facilities and reopening of standby facilities."

AMERICAN LABOR CITIZEN (AFL) California reports that representatives of the International Association of Machinists (AFL) and the UAW-CIO recently met with WPB Chairman Krug on the West Coast and presented to him a five point plan for boosting plane production. Mr. Krug made a brief survey of the aircraft industry in an effort to determine production obstacles. The unions suggested (1) the cessation of downgrading (2) substantial and immediate wage relief (3) the cessation of referral of even small grievances to private agency arbitration, often costing the union $150 a day (4) equity for the West Coast with the rest of the country in regard to reconversion to check the feeling of insecurity on the part of workers (5) guarantees that the productive capacity of government-owned plants be fully utilized for postwar jobs.

The St. Paul Minneapolis Labor market area has been designated as an area of acute labor shortage by WMC, providing for a minimum wartime work week of 48 hours for all employment. MINNESOTA UNION ADVOCATE (AFL)

STABILIZATION

Practically the entire labor press has commented with satisfaction on the "crackdown" on Montgomery Ward. LABOR (RRB) says: "Uncle Sam has started a knockdown and dragout battle with Sewell Avery, labor-hating head of Montgomery Ward, who has been waging a one man insurrection against the government. This time it looks as though Avery is on the losing end of the tug-of-war." LABOR reports that newspapers which "jump" on unions every time a strike occurs, "leaped to Avery's defense, crying 'discrimination' because Petrillo of the Musicians Union had not been similarly punished for bypassing a WLB Directive. LABOR points out that there is no similarity between the two controversies "for the simple reason that Avery's defiance obviously endangered the war effort while Petrillo's dispute with the record makers had not the slightest effect on war production. This was confirmed by WLB Chairman William Davis."

President Emil Rieve of the Textile Workers Union (CIO) took public members of WLB sharply to task for proposing a wage increase of but five cents an hour, bringing the minimum wage in the textile industry to 55 cents. Declaring that with but two exceptions cotton textile workers are paid the lowest wages in all manufacturing industry which fact he feels is responsible for the critical shortages in cotton textile products necessary to the war effort, Mr. Rieve wants to know if a $22 a week wage would tempt the public members of WLB to take a job in a cotton textile mill. GULF COAST NEWS DIGEST (CIO)

The blame for the manpower bottleneck in the forging and foundry industry is placed squarely on the War Labor Board by the American Labor Citizen (AFL), San Francisco. "The War Labor Board", the paper states, "through its antiquated wage policy, last week made a half-hearted attempt to revamp that policy on the demands of WPB and WMC. But its 'action' was nothing more or less than an amplification of its past talk-a-lot-and-do-nothing policy." J. J. McEntee, secretary treasurer of the Washington (AFL) Metal Trades Department is quoted as saying: "The WLB action does not mean that anyone will get wage increases at the present time."

The UE NEWS (CIO) takes a more cheerful view: "Partial recognition of the relation between manpower shortages and substandard pay was given by WLB with the announcement that it would authorize a ten cents an hour increase in minimums of rate ranges for common labor and semi-skilled workers in the foundry industry where WPB or WMC certifies such action as necessary. . . . The National War Labor Board has ordered regional boards to speed all foundry case certifications to it."

The American Newspaper Guild has arranged for a national wage policy conference to be held in Washington in early February to plan coordinated action to "meet the serious wage problem confronting our membership due to failure of the Government to modify the Little Steel Formula." GUILD REPORTER (CIO)

LABOR (RRB) sees in the Vinson okay of the pay increase for steel workers a bad dent in the Little Steel Formula which may lead the way for pay increases in other industries.

VETERANS

As an example of what unions can do to safeguard the jobs of World War II veterans, the GULF COAST NEWS DIGEST (CIO) reports that through an agreement with a UAW-CIO Local at the Packard Company, the management kept on 500 ex-servicemen who had been laid off or were shortly to be laid off. The veterans affected were not employed by Packard prior to entering the service and consequently had no job protection under the Selective Service Act.

The FLINT WEEKLY REVIEW (AFL-CIO) reports that UAW-CIO President Thomas proposes that discharged war veterans upon their reemployment receive a bonus equal to 20 per cent of their wage as "partial repayment" for their service to the country. Mr. Thomas says that industry, particularly automobile and aircraft, can well afford to make this contribution.

An article appeared in Business Week Magazine recently which LABOR (RRB) quotes. The writer warns employers who figure on crippling unions by arraying soldiers against workers after the war that they "are playing with fire." One of the schemes used by employers who are trying to pose as "super-duper friends of vets" is to dangle various forms of supposed "preferential treatment" before them, such as extra seniority over and above what they would have accumulated had they remained at work. These schemes, Business Week states, are aimed at undermining trade unions and employers are cautioned that soldiers "are not going to fall for such bait because most service men are friendly to labor." The railroad industry is cited as one of the best examples of cooperation between management and labor on the question of restoration of veterans to their jobs with accumulated seniority. The auto industry is given as the worst example - "where managements are frankly trying to pit returning servicemen against the unions in their plants."

UE NEWS (CIO) has issued a 64 page booklet for servicemen and women which it describes as "an orientation handbook for returning veterans and their families."

Prisoners of War Organized labor is opposed to use of prisoners of war in harvesting the tobacco crop in the Lexington, Kentucky area. The unions contend that the tobacco industry could be of greater service to the community by lengthening the season and allowing the local people to earn the money which would be paid to the government for war prisoners. "Tobacco, not being a perishable crop, after proper curing, could be handled just as well two months hence as it could be today." LABOR BEACON (AFL) Indiana

POSTWAR

The Office of War Information, according to LABOR (RRB) has circulated among a selected group of business men a secret report pointing out that dislocations in civilian life after V-E Day will be widespread and adding that "very difficult and serious situations will develop in areas where the arms cutback will be heaviest." All this, LABOR ties in with the statement by AFL economist Boris Shishkin that the job loss on VE-Day will be four million, but "insists that within 30 days the figure may grow to ten million." Shishkin laments the fact that "so far Congress and the administration have not taken a single effective step to head off the disaster looming ahead."

MISCELLANEOUS

KENOSHA LABOR (AFL-CIO) reports that the rate of disabling industrial injuries in foundries is more than double that for all manufacturing. . . . . INTERNATIONAL TEAMSTER (AFL) in an editorial favoring conscription states: "Only universal military service will provide the strength we need. The time to face this fact is now, while the lessons of our past unpreparedness are fresh in our minds. If events after the war prove that we do not need conscription, it can be repealed." . . . . . . KENOSHA LABOR (AFL-CIO) reports a model union counsellor plan which has been added to the contract between the United Electrical Radio and Machine Workers (CIO) and the Resistance Company of Philadelphia. The plan assures workers of competent advice for the solution of out of plant problems which affect their performance on the job. . . . . . Editorial in the FLINT WEEKLY REVIEW (AFL-CIO) "This year the need for labor unity is greater than ever, particularly in the legislative field. The CIO and AFL have common interests on nearly every issue before Congress and labor's influence would be greatly enhanced if they worked together legislatively instead of allowing labor's enemies to divide and conquer". . . . . Rex Stout publishes in ADVANCE (CIO) a series of questions and answers on Dumbarton Oaks.

~~OA~~ ~~Whitlock~~ ~~Abbott~~ ~~Blood~~ MVR files

A BRIEF DIGEST OF THE LABOR PRESS

RESTRICTED

January 2, 1945

This digest has been prepared for the use of the WPB labor staff and other interested government officials.

We shall appreciate your comments or suggestions. Our telephone number is Republic 7500, Extension: 73618. Ask for Malcka Stern.

From an editorial in the ST. LOUIS LABOR TRIBUNE (AFL)

"The sudden cracking down of the War Manpower Commission on sports; the equally sudden restrictions imposed on food and other products; the sharp increases in the monthly draft quotas, all these in effect herald the end of an American honeymoon of unfounded optimism. The powerful and still unchecked German counter-offensive.....served notice that this war is still far from won.....This sobering cold shower of realism should incite our people at home to greater efforts and sacrifices than we have yet contributed to the common cause of liberty. We had better start buttoning up our belts, loosening our purse-strings and intensifying our war production to earn that decisive victory necessary for a stable world peace.....We are going to have to spell sacrifice with a capital S."

PRODUCTION AND MANPOWER

AFL President William Green's New Year message to labor warns the enemy that in the months ahead the soldiers of production will back up the fighting forces of the United Nations with the greatest output of planes, tanks, guns and ships in history. Labor's responsibilities, Mr. Green further warns, will not cease with victory over Hitler and Hirohito. "We will not consider this war won until our chief post-war objectives are won." (1) Establishment of permanent peace under world democracy (2) Jobs for all in peacetime America. AFL WEEKLY NEWS SERVICE

Philip Murray of the CIO states: "Plenty of blood, sweat and tears still face both our fighting forces and the home front before victory will be won, and continued cooperation of all forces in the nation behind President Roosevelt is vital to our cause. "We must plan now for greater purchasing power, more social security, a guaranteed annual wage, industrial expansion and all other steps necessary to assure full production and jobs for all." CIO NEWS

AFL WEEKLY NEWS SERVICE quotes from an official report by Senator Mead's War Investigating Committee that "labor and industry have done a splendid job on the production front.....From almost any viewpoint, this has been the most colossal undertaking of mankind. That this task has been accomplished as well as it has been is a miracle of economic organization." The Committee, however, emphasized that this achievement should not blind the nation to the mistakes that have been made and charged the War Department with "ruthlessly stripping industry of irreplaceable trained personnel" and of failing to use this manpower to best advantage after induction. The armed forces were also criticized for permitting vast surpluses of some types of war equipment to accumulate.

LABOR (RRB) says that labor spokesmen resent "Assistant President" Byrnes' decree penalizing employers who fail to comply fully with WMC regulations. "While aimed ostensibly at management, the decree was designed to freeze workers more tightly to their jobs and put additional compulsion back of manpower regulations." Julius Luhrsen of the Railway Labor Executives Association is quoted: "We know the situation is urgent, but it is not going to be solved by more controls and more bureaucracy." He demands that workers should be told the truth about the situation at the front and what is expected of them. "They will endure any hardship to supply the armed forces with what they require. They need not and should not be placed in shackles to get the job done."

The same article quotes WPB Director Krug as conceding that shortages in material are "in no way due to any letdown by labor"....."If anyone is to blame for the present situation, it is the wise boys in Washington who made ultra-optimistic predictions that the war would end in 1944." LABOR continues: "Union leaders maintain that voluntary processes will continue to do the trick (of rushing workers to critical war plants) if they are not interfered with by a barrage of 'work or fight' orders, or other coercive mothods."

More than a dozen AFL unions have rallied their forces to make good the AFL pledge to the War Department to supply emergency manpower to produce increased quantities of critically needed war material. Ten thousand workers are to be rushed at once to some thirty-eight war plants. Lewis Hines, in charge of this concerted manpower drive declared "We expect to provide the necessary manpower within a short time." UNION TIMES (AFL) Connecticut

UE NEWS (CIO) says that UE-CIO leaders and members are working to the utmost to increase output on local and national levels by seeking out plants not being used to capacity and helping to find and bring back to key war jobs the thousands of workers scattered by cutbacks. In Newark, "CIO-PAC is using its election forces for house to house canvasses to recruit workers." UE NEWS points out, however, that such methods offer no real solution to the production problem and that the root of the difficulty lies in "reaction's deliberate sabotage of the over-all organization of the home front.....For top production we require a national wage policy geared to the needs of production. We need a measure of security in our war jobs."

JUSTICE (AFL) reports that the International Ladies' Garment Workers' Union has quickly responded to the army demand for intensified production of field tents. President Dubinsky has issued an appeal to all members producing for army and navy needs to stick to their jobs regardless of temptations of higher earnings in civilian work.

Two thousand employes of the J.A. Jones Shipyard in Brunswick, Georgia, (AFL Boilermakers) gave up their Christmas holiday and worked without pay to speed completion of a merchant ship. Major General Uhl commenting on their sacrifice stated: "This is the spirit which will achieve certain victory. This is the spirit that should inspire every man, woman and child in America." LABOR (RRB)

STABILIZATION

Dr. Alfred Braunthal in the HAT WORKER (AFL) analyzes the problem of wartime wages in a discussion of the 65 cent minimum wage rate resolution sponsored by Senator Pepper. He feels that the protection provided by present minimum wage regulations has been completely undermined by the rise in the cost of living and that the "high wages of American workers exist only in the imagination of certain editorial writers and other poorly informed persons." Pointing out the weaknesses in the Pepper resolution which he says "merely permits raises; it does not oblige employers to grant them", Dr. Braunthal recommends that in addition to the Pepper resolution the various Federal and State minimum wage laws be modernized by adjusting the outdated minimum wage scales to present day living conditions. "Unless and until these changes in the laws and in the minimum wage determinations are made, American workers will have lost most of the protection which the minimum wage legislation was supposed to give them."

Congressman Holifield, speaking before Congress on the Pepper resolution hit out at those who believe that American workers are rolling in wealth as a result of higher wartime wages. He pointed out that 30 per cent of all consumer units in the country in 1943 were receiving less than $1500 - less than sufficient to provide a decent subsistence. AFL WEEKLY NEWS SERVICE.

Labor members of WLB have submitted a resolution which would establish 72 cents an hour for the straight time hourly pay rate "below which any rate shall be considered substandard." AFL WEEKLY NEWS SERVICE

The critical manpower situation in the foundries has resulted in the approval by WLB of average wage increases up to ten cents an hour above the established approvable rate in voluntary or dispute cases certified as requiring such action. "This recognition by the Board" says the CIO NEWS "that wage levels are a contributing factor in the foundry manpower shortage is in line with the CIO Textile Workers Union contention that the shortage of cotton duck for tents and tarpaulins results from a manpower shortage which could be corrected by an increase in the minimum wage rates from 50 to 60 cents an hour."

New York OPA Administrator Woolley, according to LABOR (RRB) has "rapped over the knuckles" price and rationing boards for failure to utilize the services of representatives of organized labor in enforcing price and rent control. Mr. Woolley suggested that the "oversight" may be one reason for the failure to keep chiselers and racketeers in check.

UNION TIMES (AFL) Connecticut says, "The papers won't play up these strike facts" - referring to a Labor Department report which showed that strikes during the month of October amounted to 9/100 of one per cent of time put in by the nation's workers - a decline of 322,534 mandays below losses from strikes for the corresponding month a year ago.

VETERANS AND SERVICEMEN

SHIPYARD WORKER (CIO) points with pride to the first war veterans' preferential seniority clause in the State of Florida which is included in a contract signed this week by the Dade Drydock Corporation with the International Union of Marine and Shipbuilding Workers (CIO).

DAYTON CIO NEWS publishes a photostat of a V-mail letter addressed to Union Headquarters of the Delco Products Company by a former member now in the armed services. In his letter from a hospital in France he announces that he has been wounded, has been awarded the Purple Heart and that when the war ends "I want to go back to work at Delco. I hope we have a closed shop. We have lots of union men in my company."

INDUSTRIAL HEALTH AND SAFETY

Labor Secretary Frances Perkins reports that a three-months' safety drive sponsored by the Labor Department resulted in a 21 per cent reduction in work accidents in the slaughtering and meat packing industry and in savings to management and workers of seven billion dollars. DAYTON CIO NEWS

JUSTICE (AFL) reports that the International Ladies' Garment Workers' Union has opened a health center at Fall River, Massachusetts, to serve its 4000 members throughout the area, patterned after the famous New York Union Health Center.

ANTI-LABOR

AFL Frank Fenton warns manufacturers "who are planning to slash wages and smash unions after the war that by such methods they will be burying the system of free enterprise which they now glorify." Fenton added that if employers return to the tactics used after the last war, "then the capitalistic system is in grave danger of crumbling.....Strong and responsible unions are indispensable parts of free enterprise.....We must learn to wage peace with the same vigor we have used in waging war." LABOR (RRB)

The same publication also reports that organized labor has scored two great victories this week in its battle against State anti-labor laws - in Colorado and South Dakota.

MISCELLANEOUS

AFL WEEKLY NEWS SERVICE reports that "in the city of brotherly love, industry appears to have dropped its aloofness and taken labor into a form of partnership for the development of a program of high post-war employment." The Philadelphia unit of the Committee for Economic Development has taken the initiative in this direction and the local committee has included a representative of labor on its Executive Board so as to have direct workers' participation. A labor advisory committee has been formed including representatives from both the AFL and CIO.

Workers in the John B. Stetson Company of Philadelphia have donated one-thousand pints of blood to the Red Cross Blood Donor Center. HAT WORKER (AFL)

Mrs Robinson
Your copy

McGovern--5257

WPB-4672

WAR PRODUCTION BOARD

For Immediate Release
Tuesday, December 14, 1943

Cleared and Issued
Through Facilities of the
Office of War Information

Labor-management committees to increase and accelerate war production have been established in 3,503 war plants throughout the nation, T. K. Quinn, director-general of the War Production Drive, announced today.

These groups represent more than 6,000,000 workers in mines, mills, factories and shipyards producing billions of dollars worth of weapons and equipment for the fighting forces.

Counting the new committees reported today, approximately 500 have joined the drive in the last month, reflecting an accelerated trend which began last June. These committees have been organized in all 13 regions of the War Production Board, in all types of war industry, and in plants of all sizes, from those with fewer than 100 to some with more than 40,000 employees.

The War Production Drive is a voluntary effort of plant labor-management committees, which are established for the sole purpose of increasing and improving production of vital war materials.

Suggestion systems encouraged by these committees have brought thousands of ideas from workers for doing their job better, and national production honors have been bestowed or more than 1,000 workers by the drive's Board for Individual Awards.

"Management-Labor Cooperation" by E.C. Robbins. p.415. Prof. of Industrial Management,
in the Harvard Business Review, Summer No. 1943. Harvard Business School.

"Employer-employee cooperation contain potentialities that place it on a par with the abolition of slavery, the right of women to vote, and the ill-fated prohibition amendment. It may knock orthodox economic and business thinking back on its heels, since it would open questions of sharing between ~~xxxxxx~~ labor and management of any surplus arising from cooperation. If the idea ever becomes a crusade, as well it may, business and labor leaders will be swept into waters they have never heretofore seriously attempted to sound. 2

"The discussion relative to mgt.-labor cooperation stems from ~~xxx~~ groups of people particularly, those who believe that a cooperative program should be adopted, and those who fear that such a program is impossible of accomplishment under our so-called American way of life.

"The man in the street favors cooperation even though he has little appreciation of exactly what such a program would involve. John Doe feels about it much as he does about such abstractions as justice, fair play, or an honest day's pay for an honest day's work. To talk on the subject gives him a sense of moral uplift. His thinking, however, is gradually taking a more realistic turn which may develop a whole-hearted demand for action. He has become acutely conscious that lack of cooperation between employers and employes is interfering with the war effort. He is suspicious that it is increasing his taxes and retarding production of goods he wants....................

"If nations of the world are to be compelled to give up warfare, why he asks should not labor and capital stop fighting within our own borders; if a new world~~xxxxx~~ course is to be charted for the future by means of nations acting in concert, why could we not live a fuller life within this country by adopting a similar program.................. Employers are all sharply conscious that they are giving a constantly increasing amount of time to labor matters, but they are by no means agreed that this condition will ~~xxx xxxxxxxx~~ necessarily be true in the future, or that cooperation with labor is the only way out. To a small but powerfully entrenched group the very idea of working harmoniously with members of labor unions is anathema. It is contrary to their idea of the American Way. Many other employers, while they do not feel so bitterly anti-union, are sincerely convinced that organized labor has been given too much power, and that so long as this condition exists, anything approaching cooperation is not probable. Others gladly subscribe to the general concept of cooperation as opposed to the use of economic pressure, but do not see such a program as a practical working force in industrail relations. They fear a gradual assumption of managerial functions by employers until a point is reached at which business-like decisions would be impossible of attainment. Finally there is a limited number of executives who because of unusual capacity for leadership, ~~xxxxx~~ or through years of experimentation, or because of the spell of patriotism have come to believe that cooperation is the solution of management-labor problems.

"Some labor leaders hesitate at the idea of cooperation and are quick to point out that trade unions have accomplished their programs primarily because they are aggressive, fighting organizations. Building up of economic power has been the key to their success. Substitute cooperative effort for such power, these men say, and the future of unions will evaporate in thin air."

"Gov't officials are heartily in favor of industrial cooperation, but many of them see no likelihood of general success for a cooperative effort with the situation as it is today."..............

"Development of cooperation:

~~xxxxxx~~ B & O Railroad -- Shopman (AFL Plan inaugurated in 1922).

Nunn-Bush Shoe Co. & Independent Union. (both followed after serious strikes.)

"Internat'l Assoc. of Machinists (AFL) has built up an enviable reputation in New England for dealing with employers.

Mgt.-Labor (Harvard Bus. Review)

"Internat'l Ladies' Garment Workers Union has advanced a program of cooperation worthy of note."

Current Cooperative Idea:

1) Steel Workers Organizing Committee
2) War Production Drive

Clinton S. Golden, Director of the Northeastern Region Steel Workers Organizing Com., and Harold J. Ruttenberg, Research Director of the Steel Workers Organizing Committee, have been the active protagonists of employer-employe collaboration.

"Remarkable document of Pres. Geo. M. Harrison of the Railway Clerks presented to the Railway Labor Executives' Assoc. of the 21 railroad brotherhoods in 1940 while he was executive head of the group. Little to indicate it was ever used as a guiding star.

"Stuart Chase in a recent article estimated that 2500 factories have been organized under the war production drive. In about 1/5 (500) of these he believes effective cooperation effoets are taking place.

"Generally speaking the following areas have proved fertile ground for cooperative effort under the War Production Drive:

1) Improvement of physical working conditions and elimination of fatigue
2) Improvement of apprentice training systesm.
3) Introduction of new methods and devices for performing work.
4) Improvement of scheduling and routing
5) Betterment of the quality of workmanship.
6) Stabilization of employment as applied to individual firms.
7) Saving in consumption of materials and supplies
8) Improvement of xxx safety conditions.
9) Use of employe help in securing new business
10) Reduction of tool and equipment failures

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U. S. DEPARTMENT OF LABOR
Women's Bureau
WASHINGTON

WOMEN IN PERSONNEL AND INDUSTRIAL RELATIONS WORK IN WAR INDUSTRIES

March 1943

Are women being used in personnel positions in the war industries?

Does factory management find it necessary to employ a woman in a personnel-relations capacity when employees in overalls give way to employees in slacks?

And do women get promoted to the status of production supervisors?

To these questions, affirmative answers are given by Mary Anderson of the Women's Bureau of the U. S. Department of Labor but she points out that the situation is not too definite. It would not be true for every war factory in the land employing women. Not enough information is in hand to say that women in personnel work are found in large numbers throughout industry.

Nevertheless, there is a new job for women in the war factories. It occupies a sort of twilight zone between the actual production-line job and the industrial relations administrative official. The job did not exist to any extent until overwhelming numbers of women were needed quickly in our factories to meet the big war production plans, when women employees began being hired in quantity lots.

Women's counselor is the usual name given to this job, and it will be discussed first, followed by reference to women occupying technical personnel positions (such as personnel manager) and job supervisors.

WOMEN'S COUNSELOR

From continuing information the Women's Bureau is receiving on women in war plants, chiefly from visits its agents are making to the factories and shipyards but also through direct correspondence with plant officials, there is widespread evidence that the job women's counselor is of immediate importance. It is found in most newly established plants, and also in the old, long-time factory which perhaps has had no women among its production employees (or only a few) but which now finds it necessary to employ more and more women.

A women's counselor is sometimes called supervisor of women. She acts in a liaison capacity between the women workers and the management. She is hired first of all to look out for the welfare of the women workers in their factory surroundings and to have their confidence in other matters. She reports on women workers' problems to management officials. As one authority puts it, "any man is likely to feel that he knows all about his factory but even the most self-sufficient male executive will admit that he doesn't know all about women." She knows, of course, what the women's jobs are, but she is not the job foreman; she is not responsible for the production schedule.

The Women's Bureau finds that with the hiring of women there may be needed small changes in factory facilities, or different arrangement in working conditions, or even re-engineering of job operations--apparent to a woman counselor--which will make easier women's orientation in factory work and which will have a direct effect on production.

That is one-half of a woman counselor's duties. The other half--just as important--concerns interpretation of company rules and policies to the women workers. This most often pertains to safety regulations and matters of deportment.

The job is a most necessary one, from the standpoint of harmonious functioning of personnel relations, in lessening the resentment of foremen and male employees to accepting women as co-workers, and in helping the women adjust themselves to their new factory life.

Her duties -

The Women's Bureau has received in detail outlines of well-rounded duties of a women's counselor in three companies in widely different industries.

The first comes from the Richmond shipyards in the San Francisco Bay area, and is told by the head of the women's division in the labor relations department:

> Our principal contact with women on the job is through the counselors. We have developed an extensive counseling system at Richmond. The counselors are members of the Labor Relations Department and have offices in the yards, with the exception of one counselor who is in the employment office to advise women before they enter the yard.
>
> The counselor's job is to -
>
> a. Know and understand women employees.
> b. Help them with their working and personal problems.
> c. Make easier the transition from normal home life to shipyard employment.
> d. Assist supervisors directing the work of women.

The counselors hold the induction program for new employees. They speak briefly to them concerning attitude toward their work, their co-workers, and toward their supervisors; matters pertaining to conduct, health, clothing, observance of safety rules, and yard procedure are also discussed, followed by a tour of the yard.

The counselor spends a considerable part of her time contacting production supervisors to assist them in the effective employment of women; they are not Dorothy Dixes; the conception of the counseling function is in no sense a paternalistic one.

The counselor is constantly on the alert in her field observations to discover new ways in which women can be utilized in shipbuilding and to continue job analysis.

There is continual necessity for the counselors to check the women for proper work clothing, to advise those not dressed according to the desired standards.

From the Twin Cities Ordnance Plant, near Minneapolis, comes an account of the duties of women advisers. This is probably--at the time of writing--the largest ammunition plant in peak production in the country; there are many thousands of women employed, in three main production buildings.

> The Women's Welfare Department has been organized to meet the personal needs of the women employees for the purpose of maintaining a high standard of morale and for promoting mutual understanding between management and employees.
>
> The head of the department, with her assistants, maintains a central office through which pass the following: All material (such as policies of the management) which reaches the women employees through the Advisers; all matters which need the decision of the management; all cases which must clear through the Social Agencies.
>
> Two women Advisers on each shift in each of the production buildings where women are employed. Three roving Advisers, one for each shift, whose duty it is to bring in from the buildings material which must be brought to the attention of the management; matters which cannot be settled in the building in which they originate.
>
> This over-all coordination ties in the duties of the department personnel to the end that material assembled may be helpful in formulating policies to serve all phases of supervision.
>
> All women employees, both new and transfers, are referred to this department after being assigned to their respective duties by the Personnel Office.

> Duties of women advisers: Make every woman employee conscious of her opportunity to contribute to the Nation's war effort (has met with encouraging success). Conduct a brief tour of the building in which the employee is located, giving at same time a factual resume of instructions and other circumstances affecting the worker. After this tour, return to the office for informal questions, making the point that her personal interest is always the policy, that rules and regulations are set up for her safety, and are to be observed. Review the manual given to every employee (rules on dress, need for orderliness in the wash room, etc.). Talk on personal health. hygiene, and conduct, "woman to woman" viewpoints. See that all details are complete before taking her to the foreman for assignment to definite work, instructing her to take any questions or procedures directly to him, as she is entirely responsible to him in her work. Transfers, terminations, and reclassifications are his responsibility and are beyond the jurisdiction of the Women's Welfare Department.

The third story is a somewhat shortened version of a report from a women's counselor in a small plant (under 500 employees) in New York State, making spark plugs and all kinds of screws for ships, tanks, and planes.

> To begin with, this company was formerly a very small place. When they received war orders they took over a larger vacant factory, building on considerably. I took the position as counselor in September 1942. The personnel manager saw the need of such a person, especially with employing so many women when they had formerly hired men.
>
> At that time the factory was running three shifts, but they also had another shift which employed the regular department of the original spark plug. I started working on the second shift, the 3 p. m. to 11 p. m., and this gave me an opportunity to take care of all shifts, as I was there when every shift rang in and out.
>
> A new rest room was being built when I was first employed so I had the "pleasure" of going through the hard way - crowded rest room, not adequate space for washing or toilets, and still more girls being employed every day. This was good experience for me as I had the opportunity to watch developments in the new rest room being built and offer suggestions. The maintenance and personnel managers were types of men who were very progressive and cooperative.
>
> I am stationed in the rest room, but can go anywhere in the plant. I have made it a point to know every girl, what she does and where she works. The plant is running on two shifts now, and a counselor has been employed on the 4 p. m. to 1 a. m. shift, while I have the 7 a. m. to 4 p. m. shift.

> Most are willing to tell me their troubles regarding the work, associates, and about home. If there is something that upsets them, I ask if I can help them out. I try to settle any disputes with the foreman. Usually the first thing a person wants to do is quit. With a little reasoning and understanding, they stay. I am in direct contact with the personnel manager at all times.
>
> As yet we haven't a cafeteria, but one is being planned. I take orders every day and phone to a lunch room nearby and they are delivered at the gate, brought in by the guard, for various lunch periods.
>
> The girls have a 10-minute rest period before lunch and after lunch; this time is taken when so desired. Consequently there is always someone in the rest room. Some never take the rest period and others have to be watched because they abuse the privilege.
>
> The captain of the guards and I have orders from the State inspector to supervise the right way to wear the regulation hair nets that every girl connected with a machine must wear.

In many new war plants, her duties are still in process of being defined.

Some firms do not as yet recognize the importance of a well trained counselor and are inclined to think a matron in charge of rest rooms can take care of plant personnel problems,--or the industrial nurse may find herself acting in a counseling role.

In some factories the title of matron may cover the duties a dequately--in charge of women's rest rooms--but in other factories the additional remarks about her job indicate that she is consulted by management when personnel difficulties arise concerning women workers.

> She will be in charge of rest rooms and special problems affecting women.
>
> Is both a matron in charge of women's rest rooms and acts as liaison between personnel department and the shopwomen.
>
> There are 3 matrons who report to the superintendent who serve as a clearing house for discipline problems and shop difficulties; one matron is assigned to each toilet, and girls are encouraged to tell of any difficulties with supervisors, men workers, bad working conditions, etc.

> The women supervisors on each shift are in charge of the rest rooms and act as monitors, counselors, policewomen, being responsible for behavior in the rest rooms and taking care of sick girls.
>
> Women supervisor acting as policewoman in rest room and circulating through plant.

Where many Negro women are employed on the production line, the Women's Bureau would recommend that a Negro woman counselor be added to the personnel relations staff. In one large ammunition plant in the Middle West the Negro woman counselor is assistant to the Negro man in charge of Negro personnel relations, rather than under the head woman counselor for white women employees.

Qualifications required for women's counselor.

The job of women's counselor has been created principally to aid foremen and management in understanding women workers' needs, at a time when women are being hired in large numbers, many of them entirely new to factory work, who need more attention themselves just because they are so new.

There is scant factual information as to the qualifications employers have required of applicants for such jobs. Since no survey has been made of these positions in the war plants--other than to include them with other occupations women are filling, and to obtain some description of their duties--it is a chance remark in conversation between the Women's Bureau agent and a plant official, or an additional comment in a letter, that gives any light on this. Unfortunately nothing is available from the shipyards or the ordnance plant just cited. The nature of the duties would ordinarily establish some of the qualifications necessary, but in many cases the duties are given only in the most general terms.

To cite briefly the essential qualifications: A women's counselor should have knowledge of the jobs women are doing in the factory. It is probable that many of them have had factory experience. They should be women whose personality and qualities of leadership, as well as intelligence and understanding of human nature, have qualified them for a quasi-personnel position in the plant. Training in social-service work would not necessarily be required of an applicant.

As to matrons, who often are in charge of special matters affecting discipline of women workers, women who have been nurses in the past (not necessarily graduate nurses) have sometimes been hired for such positions. In one company on the West Coast taking on women employees for the first time, four women were selected to be matrons, chosen as follows: One was formerly an investigator with the State labor board, the second had been an industrial nurse (registered) and also a police matron, the third had been a social service worker, and the fourth was formerly a floor supervisor in a department store.

In a talk about opportunities for college girls, an employer said that college women are needed for "supervisors below the level of foreman. They can help women understand that they are coming to replace men, that they must accustom themselves to work conditions, observe safety regulations, and live up to the responsibilities of the job. They must have likable personalities; they must not be bossy, officious, nor play favorites. If they can be respected because of their knowledge and experience, they will be appointed as (women's) supervisors."

PERSONNEL ADMINISTRATIVE POSITIONS

Of importance to women professionally is the appointment of women to positions involving responsible personnel duties, advising on general personnel policy or only in matters affecting women workers. There are outstanding examples to cite. Even in peacetime a few could be named who had status in this field of work; some were heads of industrial-relations departments in insurance offices, department stores, and clothing factories; some were personnel directors and employment managers in public utilities companies and in factories making farm machinery, electrical equipment and supplies, explosives, metal products.

Now, in wartime, many companies are taking women workers for the first time, and in making plans for the job assignments for women they have installed a woman in the personnel department for consultation in this field, as well as for other matters connected with the addition of women to the employee staff. It is obvious there can be no clear-cut line of organization of the woman personnel official's work, and much rests on the individual woman hired for the job. She can, in many cases, make as much out of it as her abilities and usefulness prove.

What qualifications are employers requiring? The following comments come from management itself:

> For appointment in the personnel department, a woman should understand union organization and how to work with unions. She should have an idea of industrial management, factory economics, industrial organization, knowledge of cost-of-living statistics, wage statistics, etc. Girls above average in skill and in personal capacity, with a good record in campus activities while at college, of good health and physical stamina, in addition to the above general knowledge, were preferred.

- - - -

> The need for personnel workers who can deal freely and frankly with employees of their own sex has increased because of the sharp increase of women employed in both factory and offices. Women employment managers are needed to handle the hiring of both men and women, and women are also needed as interviewers, personnel assistants, and women counselors.

Qualifications and Duties.

No composite picture can be set up here which will embody all the qualifications and duties of women in executive personnel positions. The variations are wide, as the detailed descriptions that follow prove. They seem sufficiently adequate, however, to show that the value of a properly qualified woman in such an executive position is now recognized by industry.

The cases that have been selected come from numerous reports of Women's Bureau agents and from original letters. In practically all instances the positions have been set up since the war began.

There is little information available in the Women's Bureau on the education and experience of these women, but wherever possible such facts have been shown. In at least one case a true success story could be written about the woman who once was a stenographer and secretary.

1. In a large plant making turbines, locomotives, and foundry products where it is expected twice as many women as are now employed will be needed to replace men, the importance of proper selection and placement of women was recognized and a division was set up in the personnel department specifically for the selection of women. A thorough job analysis had been made by the U. S. Employment Service; and where re-engineering would make a job more suitable for women, this was done.

The woman selected to head the division had had post-graduate training in personnel work at a recognized university, four years' experience in the personnel office of another plant of this company, and two years' experience in personnel work at a department store.

In setting up the general selection procedures for women, she went into the plant and selected an intelligent personable young woman to come into the personnel office to handle the preliminary interviews. The head of the women's division interviews an applicant if the preliminary interview has been favorable. The personnel office does not take the final responsibility for hiring; the foreman may accept or reject an applicant. Rejections, however, seldom occur.

Women in the plant have an opportunity at any new jobs open to women before new women are placed in them. This policy was inaugurated by the head of the women's personnel division.

She participates in the informative meetings held about once a month for new employees, where company policies are outlined. She is concerned with various employee organizations, such as a "rumor clinic", and the all-out war production committee.

In her office, and under her, is the visiting-aid unit which is interested in the home problems of women workers, and investigates sickness of women employees; this began as a social-service policy, but is operating also as a check on absenteeism.

The head of the women's personnel division is an active participant in community activities; she works with the Red Cross, Community War Fund, manufacturers' council, etc., and she considers all such activities an important part of her job.

2. A well known chemical firm producing several hundred essential chemicals and plastics employed a woman in the summer of 1942 to be director of personnel for women in all plants for the 18 branch factories in various parts of the country.

She acts as general assistant to the director of the industrial relations department in giving assistance in formulation of policy on industrial relations matters.

Her duties require knowledge of wage scales, industrial hygiene, the handling of women personnel, the heading up of an employee-opinion research department.

She was assigned the task of developing a policy covering all the company's American plants, taking into consideration the type of work women were to do, the indoctrination of supervisory and other male employees so that they would welcome and not resent women.

The provision of proper service facilities for women, and the designing of uniforms which would meet safety requirements in the plants and still be attractive enough to cause women employees to wear them with pride.

She was secretary to the vice-president and got her start toward something better by suggesting to him that employee opinion should be sampled.

3. A nationally known ammunition company, with five large plants in different sections of the country, employed a woman for the personnel section of the central-services division(operating for all plants). Her duties include the selection of women for plant jobs; she aids in matters of conversion of jobs to women where only men had been used before; and in addition she is in charge of technical and supervisory personnel matters.

On first being employed, to make sure she would understand the different kinds of jobs women were to be hired for she asked for production-line assignment. In the company plant located in the city where the headquarters office also was, she moved from department to department, working on practically every job in production. When she returned to the personnel section of the central-services division she had first-hand acquantance with women's work and was aware of special problems.

She is developing plans for group leaders from among the women enployees themselves, and assists in the training program for them.

She had had previous experience with the State Employment Service.

4. An eastern wire and cable company appointed a woman as assistant personnel manager. She tries out each operation before women are put on, she helps develop standard training procedures, and works out plans for job dilution.

In the summer of 1941 management officials decided that women would have to be hired, and the new assistant personnel manager was given the job of "selling women" to the foremen, and of finding a solution to women's hair problems (safety cap) which up to that time had not been satisfactorily solved. Women had been used only in one or two departments and now they were to be used in all departments.

She was sent to all 8 plants to work with the foremen, and to try out the jobs herself, and determine on that basis what jobs women could do. Some, she found, could be handled by women if the operations were rearranged, and so mechanical devices were installed. The heaviest jobs were omitted. The top executives gave her every encouragement.

Another duty given her was selecting women for promotion to assignment in the personnel department, as well as to better jobs in plant work.

She also has planned the women's service facilities, building new additions and altering old accommodations.

She is a college graduate, with a degree in psychology, who planned her post-graduate work for personnel work in industry.

5. Another recent appointment of a woman to an executive personnel position is in a company which makes submarines.

She is generally responsible for normal personnel work with women employees, and in addition handles such particular problems as the establishment of clothing regulations, cooperation with community agencies in arranging for child care, etc.

Her duties include the following regular personnel functions: General supervision of the placement of women and approval of employment requests with regard to suitability of the job, physical surroundings, availability of rest-room facilities, etc.; interviews with new employees and with women workers as they are assigned to work; handles requests for transfers; and has terminal interviews.

Requests of women employees for assistance with rationing, housing, and transportation problems are not handled by her but by other officials of the company.

6. A large plant manufacturing calculating machines, with few women employed before the war but now hiring many, has set up a women's interviewing division, and the head of the division is a young woman who had known how the different machines in the shop operated and who had helped make a complete job analysis of the plant. She makes the final decision in hiring women; large numbers of them are doing men's jobs.

7. An eastern plant making torpedo parts employed a woman as associate personnel manager as soon as it was ready to begin employing girls on many men's jobs--lathes, milling machines, presses.

   She has spent 15 years in personnel work, but this had been with clerical employees.

8. A midwestern plant converted its factory to making shells and now has put a woman in charge of the safety program. She was trained on the job. The personnel manager said she is more successful than a man had been, as she has proved remarkably successful in persuading both men and women to observe safety rules, wear goggles, etc.

9. Of interest also is a plan reported by a Women's Bureau agent that a large airplane company on the West Coast was getting ready to put into operation.

   So much time had been lost by employees coming to the personnel department from far-out sections that decentralization is being inaugurated. There will be 10 women and 5 men selected and trained as personnel representatives, this ratio being about the same as the ratio of women among the factory workers. They will function along these lines;

   Draft deferments (brief cases, for use of main office).
   Citizenship (papers, proof of age and birthplace).
   Safety (carry on propaganda).
   Sports (information on, signing up for).
   Entertainment (information on).
   Education (advise on training courses).
   Credit (handling of garnishments).
   Insurance (group; accident compensation).
   Medical
   Housing (list of what is available, etc.).

   One of their main jobs will be handling of transfers, the reasons therefore, and will make an investigation of each request.

   A system of exit interviewing is being developed also to salvage at least a fourth of the quits. A foreman can terminate a worker from his department but not from the company, and only the personnel representative can make a final termination of employment. An attempt will be made to adjust the reason for leaving, and get the worker back on his old job, or on a new job meeting with his approval.

WOMEN SUPERVISORS ON THE PRODUCTION LINE

There is little information yet as to women foremen or job supervisors in war industries. In the past, men have been preferred as job supervisors by both management and women, though in the traditional large woman-employing industries - such as women's and children's apparel - women were commonly found as foreladies. Few factory supervision jobs in wartime will be filled by women until they have had more factory experience.

However, women are noted in production supervisory jobs in separate plant departments, such as in radio coils, or in core rooms and brass shops, where the staff is largely women. In one of the largest radio-equipment factories in the country women are used up to the grade of assistant foreman, but none are employed as foremen. There were a few women job supervisors in the fabric departments of aircraft assembly plants at the time of the Women's Bureau survey early in 1942, as well as leadwomen in electrical, small assembly, and inspection departments. A few women were foreladies, assistant foreladies, supervisors, and instructors in artillery-ammunition plants (bag loading and shell loading) surveyed by the Bureau early in 1942.

Women are being promoted to, and trained as, group leaders. In certain ammunition plants, the qualifications call for emotional stability first of all, next an understanding of human nature, and, of equal importance, an ability to handle people without being bossy. In one plant women on the production line who had been school teachers were found to be the most valuable for group leaders.

Hundreds of women have been given special training to be job instructors for new employees, under the Goverment's training-within-industry program where an employer selects employees to receive job-instructors' training. (Usually women are picked in proportion to women's ratio in the production-line workers.)

A woman personnel executive predicts greater attention to training women in job-supervision work, as women will have to replace the men supervisors who leave industry, and further, while women will be satisfied to share in the war effort for a while, on the line, they must have an incentive and will look to promotion to job supervision.

GOVERNMENT SPONSORED COURSES FOR TRAINING IN MANAGEMENT

Under the general supervision of the U. S. Office of Education there are courses in the field of personnel management, industrial relations, and so forth, offered in various institutions throughout the country, under the Government-sponsored training program designed to meet industry's needs for certain types of personnel.

No women can be accepted for these personnel and industrial-relations and production-supervision courses unless (1) she is already employed, or (2) immediately employable on completion of the course (i. e., has a definite commitment from an employer).

The following institutions of higher learning give such courses. The individual named is the institution's representative who should be addressed for specific information as to current courses in this field.

Alabama Polytechnic Inst., Auburn, Ala., (Dean J. E. Hannum, Coll. of Engr.)
University of Alabama, University, Ala. (Dr. W. Harold Taylor)
University of Arizona, Tuscon, Ariz. (Dean G. M. Butler, Coll. of Engr.)
University of Arkansas, Fayetteville, Ark. (Mr. Clyde Alvin VerBeck)
Stanford University, Stanford University, Calif. (Prof. Eugene L. Grant)
University of California, Berkeley, Calif. (Prof. Murrough P. O'Brien)
University of Santa Clara, Santa Clara, Calif. (Dean G. L. Sullivan,
Coll. of Engr.)
University of So. Calif., Los Angeles, Calif. (Dean R. E. Vivian, Coll.
University of Colorado, Boulder, Colo. (Prof Warren Raeder) /of Engr.)
University of Denver, Denver, Colo. (Dean Clarence M. Knudson, Sch. of Engr.)
University of Connecticut, Storrs, Conn. (Prof. Everett A. Teal)
Yale University, New Haven, Conn. (Prof. Forrest R. Hughes)
University of Delaware, Newark, Del. (Prof. Howard Kent Preston)
John B. Stetson University, DeLand, Fla. (President W. S. Allen)
University of Florida, Gainesville, Fla. (Prof. N. C. Ebaugh)
Atlanta University, Atlanta, Ga. (Prof. B. T. Harvey)
Georgia School of Technology, Atlanta, Ga. (Prof. R. L. Sweigert)
University of Idaho, Moscow, Idaho (Prof. J. Hugo Johnson)
Bradley Polytechnic Institute, Peoria, Ill. (Dean A. E. Gault, Coll. of Engr.)
Central Y.M.C.A. College, Chicago, Ill. (Mr. W. D. Gilliland)
DePaul University, Chicago, Ill. (Dean Howard E. Egan)
Northwestern University, Evanston, Ill. (Prof. Burgess H. Jennings)
University of Chicago, Chicago, Ill. (Mr. Reuben S. Frodin)
University of Illinois, Urbana, Ill. (Dean M. L. Enger, Coll. of Engr.
Wheaton College, Wheaton, Ill. (Prof. Enock C. Dyrness)
Butler University, Indianapolis, Ind. (Dean M. O. Ross)
Indiana University, Bloomington, Ind. (Dr. Harry C. Sauvain)

University of Notre Dame, Notre Dame, Ind. (Rev. James D. Trahey)
Drake University, Des Moines, Iowa (Prof. Roy L. Miller)
St. Ambrose College, Davenport, Iowa (Prof. M. E. Casey)
State University of Iowa, Iowa City, Iowa (Dean F. N. Dawson, Coll. of Engr.)
Kansas State College of Agriculture and Applied Science, Manhattan, Kans. (Prof. W. W. Carlson)
University of Kansas, Lawrence, Kans. (Mr. Guy V. Keeler, 109 Fraser Hall)
University of Kentucky, Lexington, Ky. (Prof. D. V. Terrell)
University of Louisville, Louisville, Ky. (Prof. John M. Houchens)
Centenary College of Louisiana, Shreveport, La. (Prof. Robert S. See)
Louisiana State University, Baton Rouge, La. (Prof. G. F. Matthes)
Loyola University, New Orleans, La. (Prof. H. T. Fleddermann)
Southwestern Louisiana Inst., Lafayette, La. (Dean G. G. Hughes, Coll. of Engr.)
Tulane University, New Orleans, La. (Dean James M. Robert, Coll. of Engr.)
University of Maine, Orono, Maine (Prof. Benjamin C. Kent)
Johns Hopkins University, Baltimore, Md. (Dean W. B. Kouwenhoven, Sch. Engr.)
Boston University, Boston, Mass. (Dean W. G. Sutcliffe, Coll. of Bus. Adm.)
University of Baltimore, Baltimore, Md. (Mr. Clifford C. James)
University of Maryland, College Park, Md. (Prof. Wilson P. Green)
American International College, Springfield, Mass. (Mr. Richard S. Ullery)
Boston College, Chestnut Hill, Newton, Mass. (Prof. Frank Malcolm Gager)
Harvard University, Cambridge, Mass. (Prof. Chester L. Dawes)
Massachusetts Inst. of Tech., Cambridge, Mass. (Prof. Raymond D. Douglass)
Massachusetts State College, Amherst, Mass. (Prof. G. I. Gunness)
Northeastern University, Boston, Mass. (Prof. F. R. Henderson)
Simmons College, Boston, Mass. (Prof. John A. Timm)
Tufts College, Medford, Mass. (Dean Harry P. Burden, Coll. of Engr.)
Detroit Institute of Tech., Detroit, Mich. (Dean C. C. Winn, Coll. of Engr.)
Michigan State College, East Lansing, Mich. (Prof. Lorin G. Miller)
University of Detroit, Detroit, Mich. (Dean C. J. Freund, Coll. of Engr.)
University of Michigan, Ann Arbor, Mich. (Dean Ivan C. Crawford, Coll. of Engr.)
Wayne University, Detroit, Mich. (Dean Arthur R. Carr, Coll. of Engr.)
University of Minnesota, Minneapolis, Minn. (Dr. Richard R. Price)
Mississippi State College, State College, Miss. (Dean L. L. Patterson, Sch. of Engr.)
University of Mississippi, University, Miss. (Dean Lee H. Johnson, Coll. of Engr.)
Lincoln University, Jefferson City, Mo. (Prof. Albert A. Kildare)
St. Louis University, St. Louis, Mo. (Rev. Thomas M. Knapp)
University of Missouri, Columbia, Mo. (Prof. Rubey)
Washington University, St. Louis, Mo. (Prof. Harry G. Hake)
University of Nebraska, Lincoln, Nebr. (Dean O. J. Ferguson, Coll. of Engr.)
Dartmouth College, Hanover, N. H. (Dean Frank W. Garran, Thayer Sch. of Engr.)
University of New Hampshire, Durham, N. H. (Acting Dean Leon W. Hitchcock)
Rider College, Trenton, N. J. (Mr. J. Goodner Gill)
Rutgers University, New Brunswick, N. J. (Dean Parker H. Daggett, Coll. of Engr.)
University of Newark, Newark, N. J. (Mr. W. Layton Hall)

University of New Mexico, Albuquerque, N. M. (Dean M. E. Farris, Coll. of Engr.)
City College of the College of the City of New York, New York City (Prof. William Allan)
Clarkson College of Technology, Potsdam, N. Y. (Prof. A. R. Powers)
Columbia University, New York City (Prof. A. Dexter Hinckley)
Cornell University, Ithaca, N. Y. (Prof. Walter L. Conwell)
Hunter College of the City of New York, New York City (Dr. Carl V. Noll)
Long Island University, Brooklyn, N. Y. (Prof. Henry M. Davis)
Manhattan College, New York City, (Prof. Clarence J. Velz)
New York University, New York City (Dean Thorndike Saville, Coll. of Engr.)
Niagara University, Niagara Univ., N. Y. (Prof. Arthur W. Sherman)
Rensselaer Polytechnic Institute, Troy, N. Y. (Prof. Stanley B. Wiltse)
St. Bonaventure College, St. Bonaventure, N. Y. (Mr. John L. Worden)
Syracuse University, Syracuse, N. Y. (Dean Louis Mitchell, Coll. of Appl.Sci.)
University of Buffalo, Buffalo, N. Y. (Dean Lewis A. Froman)
Duke University, Durham, N. C. (Mr. Alfred S. Brower)
North Carolina College for Negroes, Durham, N. C. (Dr. W. H. Robinson)
University of North Carolina, Chapel Hill, N. C. (Prof. Russell M. Grumman)
University of North Dakota, Grand Fords, N. Dak. (Dean L. C. Harrington, Coll. of Engr.)
Antioch College, Yellow Springs, O. (Prof. Robert A. Voelker)
Fenn College, Cleveland, O. (Acting Dean Max B. Robinson, Engr.)
Miami University, Oxford, O. (Dr. C. W. Kreger)
Ohio Northern University, Ada, O. (Dean John A. Needy, Coll. of Engr.)
Ohio State University, Columbus, O. (Prof. Harry E. Nold)
Ohio University, Athens, O. (Mr. George C. K. Johnson)
University of Akron, Akron, O. (Mr. Leslie P. Hardy)
University of Cincinnati, Cincinnati, O. (Dean R. C. Gowdy, Coll. of Engr. and Com.)
University of Dayton, Dayton, O. (Dean M. E. Haas, Coll. of Engr.)
University of Toledo, Toledo, O. (Dean Delos M. Palmer, Coll. of Engr.)
Western Reserve University, Cleveland, O. (Dr. Webster G. Simon)
Wilberforce University, Wilberforce, O. (President Charles H. Wesley)
Okla. Agricultural and Mechanical College, Stillwater, Okla. (Mr. R. R. Tompkins)
Oklahoma City University, Oklahoma City, Okla. (Prof. G. Calvin Brous)
University of Oklahoma, Norman, Okla. (Prof. Lowell C. Brown)
University of Tulsa, Tulsa, Okla. (Dean R. L. Langenheim, Coll. of Engr.)
Carnegie Inst. of Technology, Pittsburgh, Pa. (Dir. Webster N. Jones, Coll. of Engr.)
Drexel Institute of Technology, Philadelphia, Pa. (Prof. W. J. Stevens)
Franklin & Marshall College, Lancaster, Pa. (Prof. Harold Fischer)
Lehigh University, Bethlehem, Pa. (Dean A. C. Callen, Coll. of Engr.)
Pennsylvania State College, State College, Pa. (President R. D. Hetzel)
Temple University, Philadelphia, Pa. (Mr. Charles E. Metzger)
University of Pennsylvania, Philadelphia, Pa. (Dr. Paul H. Musser)
University of Pittsburgh, Pittsburgh, Pa. (Prof. J. S. Lambie)
Rhode Island State College, Kingston, R. I. (Dean Asa S. Knowles, Dir. of Industrial Extension)

The Citadel, Charleston, S. C. (Prof. L. S. LeTellier)
Colored Normal, Agric., Industrial and Mechanical College, Orangeburg, S. C. (Mr. C. E. Clinkscales)
Furman University, Greenville, S. C. (Prof. Brant Bonner)
University of South Carolina, Columbia, S. C. (Prof. Robert L. Sumwalt)
University of South Dakota, Vermillion, S. Dak. (Mr. S. S. Shaw)
University of Tennessee, Knoxville, Tenn. (Dean N. W. Dougherty, Coll. of Engr.)
Vanderbilt University, Nashville, Tenn. (Dean Fred J. Lewis, Sch. of Engr.)
Agricultural & Mechanical Coll. of Texas, College Station, Tex. (Prof. J. T. L. McNew)
Baylor University, Waco, Tex. (Dr. Monroe S. Carroll)
East Texas State Teachers College, Commerce, Tex. (Dean A. C. Ferguson)
Hardin-Simmons University, Abilene, Tex. (Dean L. Q. Campbell)
Southern Methodist University, Dallas, Tex. (Dean E. H. Fleth, Coll. of Engr.)
Texas Christian University, Fort Worth, Tex. (Dean Colby D. Hall)
Texas College of Mines and Metallurgy, El Paso, Tex. (Dean Eugene M. Thomas, Coll. of Engr.)
Texas Technological College, Lubbock, Tex. (Dean O. V. Adams, Coll. of Engr.)
University of Houston, Houston, Tex. (Prof. Robert A. White)
University of Texas, Austin, Tex. (Prof. C. R. Granberry)
West Texas State Teachers College, Canyon, Tex. (Mr. Virgil Henson)
Brigham Young University, Provo, Utah (Prof. H. V. Hoyt)
University of Utah, Salt Lake City, Utah (Dean A. LeRoy Taylor, School of Mines & Engr.)
University of Vermont, Burlington, Vt. (Prof. Robert G. Chapman)
College of William & Mary, Williamsburg, Va. (Prof. Charles F. Marsh)
Hampton Institute, Hampton, Va. (Dr. B. A. Turner)
University of Richmond, Richmond, Va. (Dr. George M. Modlin)
University of Virginia, Charlottesville, Va. (Prof. Lawrence R. Quarles)
Virginia Polytechnic Institute, Blacksburg, Va. (Dean Earle B. Norris, Coll. of Engr.)
Virginia State College for Negroes, Ettrick, Va. (Prof. J. M. Hunter)
State College of Washington, Pullman, Wash. (Dean R. D. Sloan, Coll. of Mech. Arts & Engr.)
University of Washington, Seattle, Wash. (Dean E. A. Loew, Coll. of Engr.)
West Virginia State College, Institute, W. Va. (Prof. Paul J. Moore)
West Virginia University, Morgantown, W. Va. (Dean R. P. Davis, Coll. of Engr.)
Marquette University, Milwaukee, Wis. (Prof. John Schoen)
University of Wisconsin, Madison, Wis. (Dean F. O. Holt, Coll. of Engr.)
University of Wyoming, Laramie, Wyo. (Prof. H. T. Person)
Catholic University of America, Washington, D. C. (Dr. Thomas J. MacKavanagh)
George Washington University, Washington, D. C. (Dean F. M. Feiker, Sch. of Engr.)
Howard University, Washington, D. C. (Dean L. K. Downing, Sch. of Engr. & Arch.)

Pamphlets - Consult titles of the following:

Studies in Personnel Policies bulletins of National Industrial Conference Board.
Production Series and Personnel Series pamphlets of American Management Association.
Reprint and circular series of Personnel Research Federation.

Industrial Safety and Health, a bibliography compiled by the National Safety Council (Chicago). Available to members.

Periodicals - See various issues since early 1942 of such periodicals as:

Supervision.
Factory Management and Maintenance.
Safety Engineering.
Modern Industry.
Mill and Factory.
American Business.

Personnel (issued by American Management Association).
Management Record (issued by National Industrial Conference Board).
Personnel Journal (issued by Personnel Research Federation).
Advanced Management (issued by Society for Advancement of Management).

Many universities having a school of business administration or offering courses in industrial relations, personnel, and so forth, have issued special pamphlets discussing supervisory problems, selecting and developing foremen, employee attitude and morale, employment tests, and so on. Information on these can be secured from public librarian in the nearest metropolitan city. Consult same source for publications in the field of personnel relations by private foundations such as Russell Sage Foundation, Social Science Research Council, and so forth.

REFERENCE MATERIAL

Useful to women's counselors or to women in personnel administrative positions is the series of pamphlets issued by the U. S. Women's Bureau on standards recommended for women's working conditions. There are 10 of these, dealing with such subjects as lifting heavy weights, safety clothing, shift rotation, time for daily rest periods and meals, and so forth. Single copies are free on request, and if not too large a supply is wanted for distribution to women factory workers, the Bureau can send a reasonable quantity without charge. There is also available an outline on women's wartime occupational hazards, and one on absenteeism. (Both these are mimeographed.)

Other bureaus within the Department of Labor having material in this general field are the Children's Bureau - advisory standards for young workers in war industries; and the Division of Labor Standards - particularly its pamphlet "Protecting Plant Manpower."

The Training-Within-Industry Service of the War Manpower Commission has a definite program for upgrading of workers - Job Instruction Training, Job Methods Training, and Job Relations Training. "Introducing the New Employee to the Job" is the title of TWI bulletin No. 8.

Pamphlets and books have been written recently regarding personnel problems, some of them within the last year applying particularly to war industries. A few that have come to the attention of the Women's Bureau are given below. The larger public libraries presumably will have these, or they can be purchased from the publisher. The librarian should be consulted for a comprehensive list. (Several books included will be recognized as standard college text books in this field.)

Books -

Wartime Supervision of Workers. Richard S. Schultz. Harper, 1943.
How to Train Workers for War Industries. Dodd & Rice. Harper, 1942.
Personnel Selection by Standard Job Tests. Charles A. Drake. McGraw-Hill, 1943.
How to Train Supervisors. R. O. Bechman. Harper, 1940.
Better Foremanship. Glenn L. Gardiner. McGraw-Hill, 1936.
Personnel Administration. Tead & Metcalf. McGraw-Hill, 1933.
Industrial Psychology. Morris S. Viteles. W. W. Norton, 1932.
Personnel Management. Scott, Clothier, Mathewson, & Spreigel. McGraw-Hill, 1931.

Manual of Industrial Hygiene and Medical Service in War Industries. Issued under auspices of Committee on Industrial Medicine of Division of Medical Sciences of National Research Council. Prepared by Division of Industrial Hygiene, National Institute of Health, U. S. Public Health Service. W. B. Saunders, 1943.

26986

WAR PRODUCTION BOARD

LABOR DIVISION

For Immediate Release
Thursday, February 27, 1942 LR-1

(Labor Editors: The following is a weekly round-up of news from the Labor Division of the War Production Board.)

LABOR AND THE WAR

1- "We Are Proud of Our AFL Brothers," Says CIO
2- Free Labor Broadcasts to Enslaved Labor Across the Seas
3- Employment Comes to Priority-Unemployed Communities
4- Hillman Appeal Ends Strike
5- War Labor Board Sails Along on Impartial Keel
6- Labor Leaders at Pittsburgh Conference Demand Layoff Wage
7- Workers and the Cost of Living
8- Germany Further Enslaves Labor
9- Thousands of Workers Produce While Learning
10- No More Autos -- More Planes and Tanks
11- Layoff Wage Necessary For Welfare of Country
12- Labor News from the War Department

"WE ARE PROUD OF OUR AFL BROTHERS," SAYS CIO

"The CIO is proud of our fellow workers who courageously upheld the best traditions of Americanism and American labor," said Philip Murray, CIO President, in speaking of the 1,200 AFL construction workers now held as prisoners of war by the Japanese. These 1,200 building trades workers are among the 2,209 Americans captured by the Japanese on Guam and Wake Islands, and other Pacific possessions of the United Nations, according to Army, Navy and Marine Corps reports this week.

"The CIO is proud of the brave men, both those in overalls and those in uniform, who valiantly defended our Pacific outposts," Murray asserted, at the same time announcing that the CIO is sending, through the International Red Cross, a "bundle of necessities" to each of "these brave Americans".

While it is not definitely decided at the present time what these bundles will include, it is understood that the American and International Red Cross have determined that soap, toothpaste, cigarettes and shaving equipment are among the most needed articles.

The National CIO Committee for American and Allied War Relief, which is behind the distribution of these "bundles of necessities", was set up at the CIO's last annual convention to collect and disburse through one central clearing-house funds approximately $1,000,000 a month to be contributed by CIO unions. Some funds have already been collected through this CIO war relief program for British, Russian and Chinese war relief. The latest program is the first for American relief purposes.

A tribute to the heroism of the American trade union workers during the initial treacherous Japanese attack was given by the Navy Department, whose terse communique read: "These civilian workers gave a very good account of themselves." Newspaper and other accounts reported that, as the first bombs fell, the workers grabbed the handiest weapon and rushed to the assistance of the American troops. Sometimes they managed to find a gun; often it was with a hammer or a wrench or a chisel that they fought for the defense of their country's outposts.

FREE LABOR BROADCASTS TO ENSLAVED LABOR ACROSS THE SEAS

Millions of enslaved workers in axis-oppressed countries--listening to their radios under fear of death if they are caught--are learning of the organized and spontaneous contributions that free American labor is making to the defense of democracy throughout the world.

Eleven major American short-wave stations broadcast regularly in twenty languages to the workers in the fascist dominated countries of Europe and Asia, telling them what their American brothers are accomplishing in the freedom of the United States. Material for these broadcasts is prepared by Sidney Hillman's Labor Division, War Production Board, from material supplied by AFL, CIO and Railroad Brotherhoods, and furnished to Colonel Wm. Donovon's Coordinator of Information for short-wave distribution.

In French, German, Italian, Spanish, in Chinese, Annamese, Tagalog, in many other languages, these workers hear of the great contributions being made by American workers to ultimate victory, how they have asked for conversion to war industries, how they are subscribing $2,000,000,000 to buy defense bonds, how America guards the welfare of its workers. They learn of the training of new millions of workers for production, of the increases use of Negro workers and women, of the sources of labor and of the war training program. They are told that American labor has plenty of manpower to do the war production job. And always there is the contrast of free American workers with the compulsion laid upon European workers by the Axis nations. Some of the stations broadcast the same message as many as four times in one language in one day.

EMPLOYMENT COMES TO PRIORITY-UNEMPLOYED COMMUNITIES

Four small industrial communities, certified as "distressed areas" last Fall because of the priority curtailment of raw material which threw thousands temporarily out of work, were removed from the "distressed area" list this week following the awarding of millions of dollars in war contracts to their industries, Sidney Hillman, Labor Director, War Production Board, announced this week.

The washing-machine industry, also hard hit by the war curtailment of essential metals, regained its feet following its partial conversion to defense production and the awarding of new contracts which will provide 7,000,000 man hours of work.

At Meadville, Pa., talon fastener plants have war contracts for items which can be made on their equipment. At Newton and Kellogg, Iowa, two washing-machine companies have contracts and subcontracts which have almost completely absorbed the unemployment of last fall.

Large contracts have been placed at Mansfield, Ohio, providing substantial employment. And at Eatonton, Ga., the aluminum goods company has been given contracts providing 200,000 man-hours of work, which will offset the previous priority unemployment.

HILLMAN APPEAL ENDS STRIKE

A telegram from Sidney Hillman, Labor Director, War Production Board, caused 200 workers to return to work, pending action of the NLRB, after striking for almost a week against a Long Island bronze corporation.

Hillman wired that in view of the war effort of the corporation, which has naval order worth $1,000,000, "it is imperative that work be resumed immediately. I am advised that your petition before the NLRB will be expedited without delay. I am therefore requesting the employees ..... to immediately enter into negotiations with the management with a view to return to work as soon as possible pending disposition before the NLRB."

As the week ended, labor's cooperation with the President's appeal for no interruption of war production was apparent in the fact that there were only 2 strikes involving 850 workers.

Twenty-nine-hundred workers participating in four strikes which had retarded war production returned to work during the week and five disputes concerning 6,000 workers were settled without a work stoppage.

WAR LABOR BOARD SAILS ALONG ON IMPARTIAL KEEL

Neither industry nor labor should allow a dispute over extra compensation for Sunday, holiday or night work "to slow down in any way the imperative task of changing over to 24-hour and 7-day operations," William H. Davis, Chairman of the War Labor Board said in a statement issued last week. "The change-over should be made immediately and if the dispute cannot be settled by direct negotiations, it should be submitted promptly to conciliation."

Last week the Board made decisions in 5 cases, reached agreements in 3 others and received 6 new cases for mediation.

LABOR LEADERS AT PITTSBURGH CONFERENCE DEMAND LAYOFF WAGE

Strong demands for "layoff wages" to tide workers over the conversion period were made by leaders of the AFL and CIO at a "Labor in the War" institute, sponsored by the Labor Division, WPB, at Carnegie Institute of Technology last week-end.

Five-hundred representatives of those two labor organizations and of the Railroad Brotherhoods from Western Pennsylvania and the panhandle district of West Virginia, meeting with government representatives, heard Frank P. Fenton, Director of Organization of the AFL, and James B. Carey, Secretary of the CIO, plead for the support of organized labor on the supplementary wage issue.

"Unless some provision is made to tide skilled workers over conversion unemplo ment, they will be forced to migrate. And machines can't migrate," Fenton explained

Carey expressed himself equally strongly, saying: "Just because industry failed to convert when labor presented plans for conversion some time ago is no reason that labor should be penalized (for industry's mistakes) during the conversion period."

Peter Odegard, Consultant to the Secretary of the Treasury, strongly attacked the sales tax as a difficult and expensive method of collecting taxes. He claimed that the return did not justify such a method of taxation.

Eli L. Oliver, Chief of the Labor Relations Branch, WPB Labor Division, representing Sidney Hillman, WPB Labor Director, told the meeting that 10 million workers must be transferred to American war production before the year ends.

Greetings and comments, as representatives of their groups, were made by Tom Cairns, President of the West Virginia State Federation of Labor; J. B. Easton, President, West Virginia State Industrial Union Council; John Phillips, President, Pennsylvania State Industrial Union Council; and James L. McDevitt, President, Pennsylvania State Federation of Labor.

Sponsors of this Pittsburgh Institute, one of a series of Labor Institutes being held in different sections of the country so that representatives of labor an government can get together to discuss industry and labor problems, were the Carnegie Institute of Technology; WPB Labor Division, Consumer's Division, Office of Price Administration; Office of Civilian Defense; Treasury Department and the AFL and the CIO.

The next institute will be held at Ohio State University, Columbus, Ohio, from February 28 to March 1.

WORKERS AND THE COST OF LIVING

Unions Force Down Milk Prices

Automobile workers in South Bend, Indiana, have compelled milk companies to reduce the price of milk by 2 cents per quart through applying collective bargaining methods. When milk prices were upped to 14 cents a quart recently, members of the United Automobile Workers worked out a plan whereby they bought milk in wholesale quantities from farmers on the other side of the Michigan line for 10 cents a quart. Following this maneuver, the companies dropped their price to 12 cents a quart.

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Warm Lunches For War Workers

Many unionists claim that inadequate eating facilities in a number of defense plants are interfering with production efforts. The union leaders are now looking into the problem of warm luncheons at reasonable prices for their members. Surveys of actual eating facilities in Michigan, one of the key war production states, are under way. If there is a definite need for proper eating facilities in your plant and you wish to do something about it, send a letter to the Consumer Division, OPA, Washington, D. C. Information should cover present facilities, time off for lunch, arrangements for washing up, kind of lunches available, such as sandwiches or hot lunches, and whether prices are fair.

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One-Day-A-Week--Milk Strike

As a protest against further increases in the price of milk in Cortland, New York, members of the Steel Workers' Organizing Committee have announced a one-day milk strike each week. Beginning February 23, members of the union and their families will do without their usual milk purchases one day each week.

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AFL-CIO Study Dollar Stretching

Following the lead of Philadelphia and Detroit, Racine, Wisconsin, AFL and CIO labor leaders recently organized a community-wide Consumers Council, which is to serve as a clearing house for information to workers on how to get the best quantity and quality from their purchasing dollar, and for a program of activity to keep the cost of living down.

On the council are: Loretta Christensen, secretary, Central Trades and Labor Council; Leo Spanjers, president, Walker UAW; Frank Connolly of the Building Laborers; Fred Cutrell, Foundry Employees Local 109; John Spanse, treasurer, Case Local of the UAW; and Walter Schafer, recording secretary of the same local. Sitting on the committee also are representatives of Racine cooperatives and the Milk Producers Association.

GERMANY FURTHER ENSLAVES LABOR

German factory workers will stay at their machines 16-hours a day from now on and will be fined if they fail to meet set production quotas, it was announced from Berlin this week.

A new system of bonus piece work for "satisfactory production" has been installed, and unskilled workers who do not come up to a recognized minimum in output or quality will have their wages cut. This system of fines was ordered first in the building trades, and has been spread to all industries throughout the Reich.

Twenty-five-and-a-half million men and women within the borders of the original Germany come under these orders. Of the total number of workers, 22,500,000 are Germans, the rest alien laborers or prisoners of war. Captured Soviet workers, civilians and war prisoners number 700,000 of these.

Tubercular workers at present on sick pension are being recruited. The blind are being drafted for certain "non-skilled" jobs. Workers in occupied countries have been ordered to migrate to German factories or starve. If they refuse to leave their homelands their ration cards are taken from them.

The production and consumption of civilian goods has been almost completely abolished and all textile factories are being closed.

THOUSANDS OF WORKERS PRODUCE WHILE LEARNING

At one large shipbuilding company in Texas only 100 of the 6,500 workmen ever did a shipbuilding job before, the company informed Sidney Hillman, Labor Director, War Production Board, last week. The other 6,400 workers have been trained in the shipyard and on-the-job by lead-men and foremen, as part of the Training-Within-Industry program of the WPB. Many of these unionists, at their request, have been given supplementary instruction after work on their own time.

At present about 1,500 employees are attending supplementary classes three hours a day, three days a week. A considerable number of these new workers have had brief pre-employment training in vocational schools.

Similarly, 95 per cent of 8,000 new workers at another large shipbuilding company in Pennsylvania were inexperienced in shipyard work. They got supplementar training at night from their plant foremen.

And a Pennsylvania locomotive works employed 1,500 new men as helpers, trainin them for skilled jobs while they were producing in the plant.

Throughout the country there are hundreds of such instances as these--where men learn by doing, produce while learning. It is the policy of this TWI program, approved by labor and management alike, that additional workers will not be trained unless the available unemployed of equal skill have been absorbed or none are available locally.

There are normal losses from among skilled workers due to advancement into supervisory positions, changes to other occupations, sickness, death and retirement. These continuous losses make it necessary to train workers for replacement.

NO MORE AUTOS--MORE PLANES AND TANKS

Between 800,000 and 1,000,000 workers will be needed to man the expanded auto industry by the time it finishes its total conversion to war-time production of tanks, planes and other military equipment, Sidney Hillman, Labor Director of the War Production Board, announced last week.

Conversion of the auto industry's machinery to the manufacture of tanks and planes is now in process. The possible 1,000,000 workers in the converted auto industry is 450,000 more than the industry employed in civilian auto production, Hillman declared.

More and more skilled tool and die workers will be needed to make possible round-the-clock production schedules in the converted industry, Hillman said, explaining that swing shifts will be necessary to maintain 24-hour-a-day production.

LAYOFF WAGE NECESSARY FOR WELFARE OF COUNTRY

Failure to provide in the near future for men temporarily disemployed while plants convert from peace-time to war production, will present the country with "cataclysmic changes" and mass migrations which will hamper our production effort, Eli Oliver, Chief of the Labor Relations Branch of the Labor Division of the War Production Board, stated last week in a radio broadcast.

"Our paramount objective must be to keep together our magnificient productive resources at all costs," Oliver said. "Experienced workers must be kept together."

Oliver stated that two to four million persons would be thrown out of jobs for periods from two to six months while plants are being retooled for war production. The situation would "become desperate in two to three weeks," he said.

Oliver charged that the governors who appeared in opposition to the Congressional measure that would have provided War Displacement Benefits on the ground that it would tend to "federalize" State unemployment systems failed to make good their assertions that the States would handle the problem. Only two of them, he said, have called special sessions to provide for the jobless.

NEW TRICKS AND NEW TRADES

Old hands learn new skills as craftsmen who made merry-go-round horses do lathe work on aircraft landing-gear housings and girls who worked on toy trains turn to work on parachute flares as peacetime industries are converted to war production. Similarly plants that made fountain pens and those that made roller skates now make machine gun parts and factories that turned out cigarette-vending machines now manufacture delayed action fuse caps.

TRAINING PROGRAMS BEING SPEEDED

In many sections of the country, vocational schools are now operating on a 24-hour-a-day basis and are intensifying their war industry training programs, thus shortening training periods. Enrollments in these schools are increasing.

LABOR-MANAGEMENT-GOVERNMENT COOPERATION IN BRITAIN

British Engineering and Shipyard unions are operating under the Essential Work Order which forbids an employer to discharge a worker, or a worker to leave his job without permission of the authorities, besides guaranteeing the worker a minimum wage.

It is planned to apply this scheme to other industries.

LABOR SHORTAGE FOR ICE CUTTING

A labor shortage in the ice cutting industry was reported last week. The 1942 ice crop will have to be harvested with half the usual complement of men because experienced cutters are working in defense industries.

WORK STOPPAGES IN BRITAIN DECREASE

Official figures show that in 1941 stoppages of work in Britain were 1,267, of which 25 per cent were of one day or less; 25 per cent of one to two days; 40 per cent of two to six days. The number of working days lost was 1,075,000 against 1,334,000 in 1938. In 1914 9,878,000 working days were lost, and in 1917 the figure was 5,647,000.

(News from War Dept. Industrial Information Branch, 5110 New War Dept. Bldg. Released through facilities of War Production Board Labor Division)

MAC ARTHUR AND ASST. SECY. LOVETT PRAISE PLANES AND RIFLES WHICH AMERICAN WORKERS ARE MAKING

American workers are building airplanes of such definitely superior quality that they must be given part of the credit for recent air victories in the Pacific, Robert A. Lovett, assistant secretary for air, declared in telegrams of congratulation to employees of more than 100 plants making planes and parts.

At the same time, General Douglas MacArthur, in an official report, praised the way in which the Garand rifle is standing up under combat conditions on the Bataan peninsula. The rifle was developed by John C. Garand, a civilian employee at the Ordnance Department's Springfield Armory in Springfield, Mass.

Praising the rifle as "excellent", General MacArthur said it did not become clogged by dust or dirt when fired from "foxholes" in the jungle. Some rifles were in almost continuous use for a week without cleaning or lubrication. Such dependability was considered a tribute to the workmanship which went into them.

Hailed as the equivalent of three bolt-action rifles of the same calibre, the Garand can be fired 40 times a minute by the average rifleman. It is a gas-operated, clip-fed, self-loading weapon which does not have to be lowered from the target while the bolt is being pulled back for the next shot.

Asst. Secretary Lovett's telegram to the aircraft workers was:

"Here's a flash from Lt. Gen. George H. Brett, deputy supreme commander of the Allied Forces in the Southwest Pacific: 'American aircraft participated in continuing and damaging attackes on Japanese war fleets off the coast of Bali. A force formation of seven American Army dive bombers escorted by fighter planes swooped down on an enemy fleet consisting of two cruisers, four or five destroyers, and four transports, and seriously damaged a Jap cruiser. Earlier, four enemy fighter planes were shot out of the sky by our heavy bombers supported by two of the bombers without loss to our aircraft.' Credit for these operations must be shared by you men and women who made these planes. Let's keep up the good work."

Tribute was paid to the Boeing "flying fortresses" of the type in which Captain Colin Kelly sank a Japanese battleship, by a Dutch air officer, who said: "These Americans are formidable foes to come up against when they are operating in the giant Boeing flying fortresses. I would hate to be on a ship that was the target of American low altitude bombing."

Meanwhile, 60,000 civilian workers in the manufacturing arsenals of the Army Ordnance Department have drawn up a message of encouragement to General MacArthur and his Philippine force, which was forwarded by Major General Charles M. Wesson, chief of ordnance.

The message read;

"Sixty thousand civilian workers in the manufacturing arsenals of the United States Army Ordnance Department salute you. You are fighting out there for us. We are working night and day here for you."

FILIPINO BATTALION FORMED IN CALIFORNIA: UNITED NATIONS MAY ORGANIZE A UNIT, TOO

In recognition of "the intense loyalty and patriotism of those Filipinos who are now residing in the United States," the Army has formed the First Filipino Infantry Battalion at Camp San Luis Obispo, California. A similar battalion is being considered for citizens of the United Nations now in the United States.

"It is conceivable that should the number of such volunteers reach large proportions, the result will be an allied legion composed of nationals of all allied nations," the War Department said. "The spirit of patriotism and loyalty evidenced by such an organization would indeed be an inspiration to those people of occupied territories who are continuing their resistance to the Axis powers."

MORE THAN A TON AND A HALF OF ALUMINUM SAVED ON EACH TRAILER

The Air Corps is saving more than 3000 pounds of aluminum on each of the big trailers used for refueling planes at Army air fields, it was announced today. Steel has been substituted for the lighter aluminum.

This is only one of the hundreds of economies tested in Army laboratories which will cut down on the consumption of more than 125 materials now listed as critical and strategic.

The absolute necessity of preventing spoilage, waste, and carelessness in the use of critical materials was stressed in a War Department statement which said: "The supplies of most raw materials used in substantial quantities in the manufacture of military items are inadequate to meet all war-time demands."

Savings of from 120 to 150 pounds of aluminum per plane by substituting plywood for metal freight racks has been effected. A plastic pilot's seat is being tested as a substitute for aluminum seats.

The Ordnance Department has successfully substituted steel for aluminum in mine fuses and bomb fuses.

The Medical Corps has substituted canvas basins for rubber basins and is saving rubber in scores of ways, including the elimination of erasers on lead pencils.

ORDNANCE DEPARTMENT ASSISTS SMALL MANUFACTURERS

In an attempt to assist small manufacturers to obtain work for their plants, the Army Ordnance department has ordered the nation's 13 procurement districts to extend the services of their engineering staffs to the smaller manufacturers. The districts have assisted manufacturers through production studies, plant surveys, display rooms showing various types of Ordnance materiel, and conferences by Ordnance department engineers with manufacturers.

AUTOMOBILE MECHANICS NOW SERVICE AIRCRAFT CANNON

One American automobile manufacturer, who used to train 15,000 automobile mechanics a year for service throughout the United States, is now training installation men for aircraft cannon on the same basis. Twenty-four mechanics specially trained in the final assembly and installation of 20-millimeter cannon are turned out every three weeks, in order that there shall be no delay at Army air fields in installing the guns.

Because of the care used by the Quartermaster Corps in buying and repairing uniforms, a soldier's woolen coat now lastshim on the average of 33 months, his trousers 14½ months, his overcoat 36 months, his woolen shirt 6 months.

The Army Ordnance Department is now providing employment for one of the largest groups of workers in the country. It spends $717.42 a second during an eight-hour day. This is at the rate of $43,045.20 a minute, $2,582,711 an hour, $20,661,695 a day.

The Army Quartermaster Corps is now using substitutes for critical and strategic materials on more than 800 different items.

The new blueprint laboratories at Wright Field, Dayton, O., are producing blueprints at a cost of six-tenths of a cent per print. The saving over the price formerly paid to commercial companies will give the Army Air Corps enough money to buy six pursuit ships or two light bombers.

Because automobiles are not allowed on the highways of Bermuda, a special bicycle messenger service has been organized for the United States Army base there.

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WAR PRODUCTION BOARD

Labor Division

For Immediate Release
February 26, 1942

WPB 366

Statement by Sidney Hillman, Labor Director, War Production Board, in re Congressman Howard Smith's amendment to the War Powers Bill.

The enactment of Congressman Howard Smith's proposals would not expedite the necessary war production, but--far more seriously--would result in confusion and demoralization and a lowering of morale, with incalculable loss to the war effort.

Wherever any substantial delay in production has been encountered, it has been due primarily to a shortage or scarcity of materials. No delay in production has occurred by reason of the existence of our protective labor laws on our statute books. The plain fact is that the issue of payment of overtime rates for work in excess of 40 hours per week is not relevant in any way to the issue of productivity. Workers are now putting in as many hours as the job of efficient production demands. Furthermore, even if the statuatory provision requiring overtime payment for work over 40 hours per week should be abolished, it would not eliminate overtime payments. Most work is performed under contracts voluntarily entered into between management and labor providing for the payment of overtime for any work in excess of 40 hours per week.

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WAR PRODUCTION BOARD

Labor Division

For Immediate Release
Saturday, February 21, 1942 PM 2548

Resumption of work was achieved with the cooperation of the various government agencies during the week in four stoppages (2,900 employees) which had retarded war production, the WPB Labor Division reported today. Settlements without a stoppage of five disputes (6,000 workers) were also announced.

Three stoppages, covering 1,500 persons, are currently affecting the war program. They are:

Columbian Bronze Company, Freeport, Long Island
125 Machinista in Polishers - AFL. (Bronze and iron castings)

Elkland Leather Company, Elkland, Pennsylvania
875 Fur and Leather Workers - CIO, and Leather Workers - AFL. (Leather for shoes for Army)

Federal Mogul Corporation, Detroit, Michigan
500 Machinists - AFL - (Engine parts and propellers)

The nine adjusted cases, covering 8,900 workers, are:

Adjusted Without Stoppage

Bass Foundry and Machine Company, Fort Wayne, Indiana
Ingalls Shipbuilding Corporation, Pascagoula, Mississippi
Monroe Steel Castings, Monroe, Michigan
Shattuck Denn Mining Company, Douglas, Arizona
Van Norman Machine Tool Company, Springfield, Massachusetts

Resumption of Work

Aluminum Company of America, Detroit, Michigan
Gulf Shipbuilding, Chickasaw, Alabama
Noank Shipyards, Noank, Connecticut
Timken Ordnance Plant, Canton, Ohio

24132

WAR PRODUCTION BOARD

Labor Division

For Immediate Release
Saturday, February 14, 1942 WPB 233

The only stoppage impeding the war program today is the dispute involving the Federated Fishing Boats of New England and New York, Inc., which has been termed a "lockout" by the National War Labor Board in its February 11 decision, stated the Labor Division of the War Production Board. About 800 persons are directly involved in the case which has held up fishing operations in Boston Harbor during the past month.

Fifteen disputes, covering 13,800 persons, were adjusted during the week with the cooperation of the various government agencies. In eight cases, (11,800 workers), settlements were reached without a stoppage, and in seven disputes (2,000 men), the parties reached agreements to resume work.

These cases are:

Adjusted Without Stoppage

Hillsdale Steel (Spicer Manufacturing Company), Hillsdale, Michigan
Jacobs Shipyard, City Island, New York (Case settled by National War Labor Board)
Maytag Company, Newton, Iowa (Case settled by National War Labor Board)
Metal Thermit Corporation, Cartaret, New Jersey
Thirty Foundries, Philadelphia, Pennsylvania
Wisconsin Axle Company, Oshkosh, Wisconsin
White Motor Company, Cleveland, Ohio
Wolverine Tube Company, Detroit, Michigan (Case settled by National War Labor Board)

Resumption of Work

Armstrong Brothers Tool Company, Chicago, Illinois (Returned to work at request of National War Labor Board)
Lau Tool and Gauge, Detroit, Michigan
Reynolds Metal Company, Louisville, Kentucky
Thorrez-Maes Manufacturing Company, Jackson, Michigan
Timken Ordnance Plant, Canton, Ohio (Parties will return to work Monday)
Watson Rose Manufacturing Company, Detroit, Michigan
Western Stove Company, Culver City, California

23165·

WAR PRODUCTION BOARD

Labor Division WPB 179

For Immediate Release
Saturday, February 7, 1942.

Five stoppages, involving 2,100 employees, are retarding war production today, stated the Labor Division of the War Production Board. Eleven disputes, affecting 16,000 workers, were adjusted during the week with the cooperation of various government agencies. Eight cases (13,600 employees) were settled without a stoppage, and work was resumed in three disputes (2,400 persons).

The current strikes are as follows:

Armstrong Brothers Tool Company, Chicago, Illinois

(Machine tools for Air Corps and Navy)

A Federal Conciliator is conducting conferences with the management and representatives of 500 members of UAW - AFL, who went on strike on February 5 over wages and union status.

Lau Tool and Gauge, Detroit, Michigan

(Fine tools and gauges)

About 70 members of the Mechanics Educational Society of America - Independent ceased work on February 4 over wages and a discharge case. A Federal Conciliator has been assigned.

Michigan Steel Tube Products Company, Detroit, Michigan

(Steel tubing for trucks and airplanes)

Joint conferences were held this morning between the parties to discuss the issues of wages and reopening of contract, which resulted in a stoppage on February 4 of 800 members of the UAW - CIO.

Thorrez-Maes Manufacturing Company, Jackson, Mississippi (Bomb fuses)

The dispute involves 600 members of the UAW - CIO, who struck on February 6 over alleged discriminatory discharges.

Western Stove Company, Culver City, California (Construction of bomb plant)

Electricians (AFL) left the job on February 4 when power and telephone work was assigned to non-AFL employees.

The 11 settlements are:

Adjusted Without Stoppage

American Smelting and Refining (Federated Metals Division), St. Louis, Mo.
Bellanca Aircraft Corporation, New Castle, Delaware
Bendix Products, South Bend, Indiana (Settle by National War Labor Board)

Adjusted Without Stoppage (Continued)

Champion Spark Plug, Toledo, Ohio
Great Lakes Engineering Works, River Rouge, Michigan
Jarecki Machine and Tool, Grand Rapids, Michigan
Kelsey Hayes Wheel, Jackson, Michigan
Marshall Field and Company, Spray, North Carolina (Settled by National War Labor Board)

Resumption of Work

American Car and Foundry Company, Madison, Illinois
Pontiac Motor Company, Pontiac, Michigan
West Coast Welders

ADVANCE RELEASE: AFTER 3:30 P.M. EST, SATERDAY, February 7, 1942

23017

WAR PRODUCTION BOARD

Labor Division

WPB 167

The National War Labor Board expects to handle about ten times as many cases as did its predecessor, the National Defense Mediation Board, Dr. George W. Taylor, vice-chairman of the NWLB, declared today before a "Labor in Wartime" institute at Temple University in Philadelphia.

The new board is now in the process of setting up adequate machinery to do its job, Dr. Taylor told representatives of AFL and CIO unions assembled at the institute from eastern Pennsylvania, southern New Jersey and Delaware at the invitation of Sidney Hillman, Labor Director of the War Production Board. The institute is under joint sponsorship of the Labor Productivity Section of the WPB Labor Division, Temple University, the University of Pennsylvania and Pennsylvania State College.

The great progress that has been made in collective bargaining in the past two decades is going to make the work of the NWLB much easier and more effective than that of the similar board that functioned during World War I, Dr. Taylor said. "By and large, labor and management today know how to sit down across the conference table and iron out their mutual problems," he said, adding, "This is going to count heavily in the output of guns, tanks, ships and planes."

The work of the Defense Mediation Board, which went out of existance when the new board was established by President Roosevelt on January 12, was highly praised by Dr. Taylor.

Excerpts from his speech follow:

"The general pattern set in World War I was followed by President Roosevelt in establishing the National War Labor Board. As did the similar agency with the same name in 1918, the current Board grew out of a national conference of labor and management which was convened by the White House to draw up a policy for handling labor disputes for the duration. Both Boards were set up with tripartisan membership, though the earlier agency was predominantly labor-management in character. Out of 14 members only two represented the public, one of whom -- Frank P. Walsh -- was picked by the A.F. of L., the other -- William Howard Taft -- by industry. As you know, all three groups are equally represented on our Board. Both also were set up as the supreme court for industrial controversies.

"Despite the outward similarities between the War Labor Board and its predecessor of 24 years ago, there are a great many differences. The first Board was not set up until twelve months after we had been in the war and did not really start functioning until three months later. President Roosevelt establishe the National War Labor Board 36 days after the attack on Pearl Harbor and the very next morning the Board was mediating its first case.

"When President Wilson created the Taft-Walsh board, as the 1918 tribunal was commonly called, the country was in the throes of very serious labor trouble. As you know, strikes have been practically non-existent since December 7.

(OVER)

"These distinctions, however, are more or less superficial. Of much more importance is the long step toward maturity taken by labor relations in this country in the intervening years, particularly since 1933. The Taft-Walsh Board was primarily concerned with establishing and enforcing the right of workers to organize and bargain collectively through representatives of their own choosing. In the past nine years, section 7 (a) and the Wagner Act have taken us over this trying period of industrial adolescence. By and large, labor and management today know how to sit down across the conference table and iron out their mutual problems. This is going to count heavily in the output of guns, tanks, ships and planes.

"This collective bargaining machinery has already paid dividends to the new Board. In the last war, the Board was able to settle practically no disputes by mediation. Basing their predictions on this experience, many of the experts guessed that our Board would turn almost exclusively into an arbitration body. They were astonished last week when Board mediators and associate members sitting as tripartite panels disposed of seven cases by agreement. This week they have been repeating the performance. The more cases that can be settled by agreement the better.

"Now let me say a few words about the late National Defense Mediation Board. Not having been a member of that Board, I can praise it without blushing. A great many editorial writers greeted the new Board with what they considered faint praise by saying that it was not very different from the agency it superseded. I, for one, am confident that when the history of this period is written, the accomplishments of the Mediation Board will speak far louder than its errors.

"In less than ten months, it settled cases involving more than 800,000 men. With no more power than the persuasiveness of reason and the influence of public opinion, the Board was able to dispose of all but three controversies. Of greater importance, however, was its success in getting workers to stay on the job while a government body decided their disputes. The percentage of men at work while mediating rose from zero in the first month to 100% during the last month and a half of the Board's existence. A large share of the credit for the fact that there were no strikes during the week before Pearl Harbor belongs to the Mediation Board.

"The old Board passed to the new a total of 24 cases involving 324,350 men. Up to the middle of this week, in addition, we had received 25 new disputes by certification from the Secretary of Labor, involving 50,134 men, making a total of 50 cases on our docket involving 375,984 workers. This is only the beginning. We expect to have to handle about ten times as many cases ad did the Mediation Board and are now in the process of setting up adequate machinery to do the job."

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~~[illegible]~~
Robinson

22663

NATIONAL WAR LABOR BOARD

For immediate release
February 4, 1942

PM 2421

The National War Labor Board today announced settlement of the dispute between the Marshall Field and Company plant at Spray, N. C., and the Textile Workers Union of America, CIO.

The settlement was reached January 29 after 4 days of hearings before a Board panel of associate members composed of Professor Paul A. Dodd, Dale Purves and James B. Carey. It was subject to approval by the company executives in Chicago. Word of this approval was transmitted to the Board today.

The two main issues in the dispute, which involved 4,000 men, were the union's demands for a union shop and a wage arbitration clause. The first issue was settled by inclusion in the contract of the following clause:

> "All employees who are now members of the Union or who may in the future become members will be required as a condition of employment with the Company to maintain their membership in good standing during the life of this contract: Provided, that this provision shall apply only to employees, who, after the consummation of this agreement, individually and voluntarily certify in writing that they authorize union dues deductions, and will, as a condition of employment, maintain their membership in the union in good standing during the life of the contract. Upon receipt of the above authorization, the Mill agrees to deduct from the weekly earnings Union dues in the amount of 25¢ per week, to be paid to the Union."

The second question was decided by including a clause providing for general revision of wages every six months upon 15 days notice, arbitration to be invoked if mutual agreement is not obtained within 30 days.

ADVANCE RELEASE: For WEDNESDAY MORNING Papers, January 21, 1942

OFFICE OF PRODUCTION MANAGEMENT

Labor Division PM 2265

War production conferences in which the AFL and CIO will meet on a regional basis for the first time in many years, were announced today by OPM Associate Director Sidney Hillman.

"The principal objective of the sessions," Hillman declared, "will be to bring labor organizations into the war effort on their home grounds."

He added that thousands of delegates of locals and state and city central bodies and industrial councils, both AFL and CIO, together with government officials and universities and colleges all over the country, were participating.

The first three institutes scheduled will be held February 7-8 at Philadelphia for unions in eastern Pennsylvania, southern New Jersey and Delaware; February 21-22 at Pittsburgh for the region including Western Pennsylvania and Nothern West Virginia; February 28 - March 1 at Columbus, Ohio, for all Ohio unions. Plans are under way for similar meetings in California, Colorado, Washington, Tennessee and Alabama.

An experimental conference held December 6 and 7 at Harvard University was attended by 436 delegates representing 119 AFL and CIO labor organizations from 59 Massachusetts communities.

"The Harvard sessions were so successful," stated the OPM Association Director and Labor Division head, "that we have decided to schedule a series of such institutes. We believe they will play an important part in further increasing labo

productivity."

Hillman pointed out that during recent months many new facilities and services of the Federal government have been made available to labor and that "an exchange of views between government leaders and union representatives will result in better understanding of their mutual problems under the war production program."

The Philadelphia regional conference, locally sponsored by the University of Pennsylvania, Pennsylvania State College and Temple University, will be addressed by the following speakers:

George Y. Yantis, member of the National Resources Planning Board; Dr. George W. Taylor, member of the National War Labor Board; Stacy May, director of OPM Research and Statistics; James B. Carey, secretary-treasurer of the CIO, and a national AFL official to be designated; Eli L. Oliver, Chief of the Labor Relations Branch of OPM's Labor Division and representatives of the OPA.

Frank P. Fenton, organizational director of the AFL, Carey, Oliver and other government and labor officials to be announced later, will be among principal speakers at the Pittsburgh sessions to be held at Carnegie Institute of Technology.

(OVER)

At the Columbus conference, sponsored by Ohio State University, the government aspect of the Victory program will be given by Paul V. McNutt, Federal Security Administrator; Lt. Col. A. Robert Ginsburgh, aide to the Under-Secretary of War; Paul B. Appleby, Under-Secretary of Agriculture; Oliver, and Dan A. West, deputy administrator in charge of OPA's Consumers Division. Carey and Fenton together with Ohio leaders of the AFL and CIO will outline labor's part in war production.

President Howard L. Bevis of Ohio State, Lockwood Thompson, chairman of its board of trustees, and Dean Charles E. Quigg of the university's college of engineering, will preside as chairmen over different sessions of the Ohio conference.

MVR

OFFICE OF PRODUCTION MANAGEMENT

Labor Division

For Immediate Release
December 1, 1941

PM 1678

Several hundred leaders and members of Massachusetts trade unions will gather at Harvard University on Saturday and Sunday, December 6 and 7, for a two-day conference on "Labor in National Defense."

The conference, which will be held in the Harvard Business School, was arranged by the state organizations of the AFL and CIO, the OPM Labor Division, the War Department, the Office of Civilian Defense and the Consumers' Division of the Office of Price Administration.

Conference speakers include: Under Secretary of War Robert P. Patterson; Eli L. Oliver, Chief of the OPM Labor Relations Branch; Dr. John Cassells of the OPA Consumers' Division; Dr. Luther Gulick, chief consultant on post-war planning, National Resources Planning Board; James B. Carey, secretary-treasurer of the CIO; and Frank P. Fenton, director of organization of the AFL.

The Saturday afternoon session will be devoted to the work of the OPM Labor Division. Saturday evening, Under Secretary Patterson will address a banquet at the Copley-Plaza Hotel. On Sunday morning the conference will consider "The Cost of Living," and on Sunday afternoon, "When Peace Comes," a discussion of post-war problems. Each address will be followed by questions and discussions.

Monroe Sweetland, special labor advisor in the OPM Labor Division, is working with Harvard University officials on arrangements for the conference.

77TH CONGRESS
1ST SESSION

H. R. 6149

IN THE HOUSE OF REPRESENTATIVES

DECEMBER 1, 1941

Mr. SMITH of Virginia introduced the following bill; which was referred to the Committee on the Judiciary

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A BILL

To diminish the causes of labor disputes in the performance of national-defense contracts.

Be it enacted by the Senate and House of Representatives of the United States of America in Congress assembled,

DEFINITIONS

SECTION 1. As used in this Act—

(a) "Person" means an individual, partnership, association, corporation, business trust, or any organized group of persons.

(b) "Defense contract" means—

(1) a contract with the United States entered into on behalf of the United States by an officer or employee

of the Department of War, the Department of the Navy, or the United States Maritime Commission;

(2) a contract with the United States entered into by the United States pursuant to an Act entitled "An Act to promote the defense of the United States";

(3) a contract, whether or not with the United States, for the production, manufacture, construction, reconstruction, installation, maintenance, storage, or repair of—

(A) any weapon, munition, aircraft, vessel, or boat;

(B) any building, structure, or facility;

(C) any machinery, tool, material, supply, article, or commodity; or

(D) any component material or part of or equipment for any article described in subparagraph (A), (B), or (C);

the production, manufacture, construction, reconstruction, installation, maintenance, storage, or repair of which by the contractor in question is found by the President as being contracted for for national-defense purposes.

(c) "Defense contractor" means the person producing, manufacturing, constructing, reconstructing, installing, maintaining, storing, or repairing under a defense contract.

(d) The terms "employer", "employee", "representative", "labor organization", and "labor dispute" shall have the same meaning as in section 2 of the National Labor Relations Act.

MAINTENANCE OF STATUS QUO

SEC. 2. It shall be unlawful for a defense contractor to conduct a lock-out or for employees of a national-defense contractor to strike until after the expiration of thirty days from the date on which they or their representatives give to such contractor and the Secretary of Labor written notice of their intention to do so together with a statement of their reasons for such intended strike or lock-out.

STRIKE BALLOTS

SEC. 3. It shall be unlawful for employees of a defense contractor to strike until after the Secretary of Labor has certified the result of a secret ballot taken, under the direction of the United States Conciliation Service, of said employees employed at the plant, plants, or other place or places of employment, or in the bargaining unit or units, with respect to which the notice under section 2 applies. At any time after the employees of a defense contractor, or their representatives, give notice under section 2, such employees of any defense contractor or their representative may request the Secretary of Labor to take, through the United States Conciliation Service, a secret ballot of the employees at the plant, plants, or other place or places of employment, or in the bargaining unit or units, with respect to which such notice applies, for the purpose of determining whether such employees favor or oppose such proposed strike. Upon receiving any such request, the Secretary of Labor shall direct the United States Conciliation Service to take forthwith such secret ballot, and the Secretary shall by order certify the results thereof, which shall be open to public inspection.

UNLAWFUL CONDITIONS OF EMPLOYMENT

SEC. 4. It shall be unlawful, notwithstanding any other provision of law, for a defense contractor, by discrimination in regard to hire, terms, or tenure of employment, to encourage or discourage membership in any labor organization, unless such discrimination is required by the terms of a contract or agreement with a labor organization entered into prior to the date of the enactment of this Act which complies with the provisions of section 8 (3) of the National Labor Relations Act, or by the terms of any voluntary subsequent contract or agreement with the same labor organization.

VIOLENCE AND INTIMIDATION

SEC. 5. (a) It shall be unlawful for any person, by the use of force or violence or threats thereof, to prevent or to attempt to prevent any individual from accepting employment by, or continuing in the employment of, any defense contractor, or from entering or leaving any place of employment of such contractor in the course of such employment.

(b) Notwithstanding any other provision of this Act, it shall be unlawful for one or more persons, for the purpose of inducing any person to work or abstain from working for a defense contractor, to watch or beset a house or place where a person resides or the approach to such house or place.

JURISDICTIONAL DISPUTES, BOYCOTTS, SYMPATHY STRIKES

SEC. 6. (a) It shall be unlawful, by means of a strike against a person (whether or not a defense contractor), or by means of a concerted refusal to work on, handle, or otherwise deal with articles or materials produced or manufactured by any such person, to induce or require or to attempt to induce or require another person who is a defense contractor to recognize, deal with, comply with the demands of, or employ members of, any labor organization.

(b) It shall be unlawful, by means of a strike against a defense contractor, or by means of a concerted refusal to work on, handle, or otherwise deal with articles or materials purchased, produced, manufactured, or used by a defense contractor, to induce or require or to attempt to induce or require such contractor to recognize, deal with, comply with the demands of, or employ members of, one labor organization instead of another labor organization with which such contractor has an applicable collective-bargaining agreement.

ENFORCEMENT

SEC. 7. (a) The district courts of the United States shall have jurisdiction, notwithstanding the Act of March 23, 1932, entitled "An Act to amend the Judicial Code and to define and limit the jurisdiction of courts sitting in equity, and for other purposes", to enjoin violations and threatened violations of any of the provisions of section 2, 3, 4, 5, or 6, and by appropriate order or decree to compel compliance with such provisions.

(b) Any person violating any of the provisions of section 2, 3, 4, 5, or 6 shall be liable to a civil suit to any person injured thereby for damages resulting from such injury.

(c) Any individual who violates any of the provisions of sections 2, 3, 4, 5, or 6 shall on and after such violation cease to have and cease to be entitled to (1) the status of an employee for the purposes of sections 7, 8, and 9 of the National Labor Relations Act or the status of a representative for the purposes of such Act; (2) any employment or other benefits under or pursuant to any Act making appropriations for relief purposes; or (3) any unemployment compensation or other benefits under or pursuant to title III or title IX of the Social Security Act.

(d) Any person other than an individual who violates any of the provisions of sections 2, 3, 4, 5, or 6 shall on and after such violation cease to have and cease to be entitled to (1) the status of a representative or labor organization under the National Labor Relations Act; (2) the status of a person participating in or interested in any labor dispute for the purposes of section 4 of the Act of March 23, 1932, entitled "An Act to amend the Judicial Code and to define and limit the jurisdiction of courts sitting in equity, and for other purposes"; or (3) any bounty or gratuity under or pursuant to any law of the United States or paid in whole or in part from appropriations made by Congress.

(e) In case any individual who violates any of the provisions of sections 2, 3, 4, 5, or 6 is an officer or representative of a labor organization, then on and after such violation and so long as such individual is an officer or representative of such labor organization, such labor organization shall cease to have or be entitled to the status of a labor organization under the National Labor Relations Act and cease to have the status of a person participating in or interested in any labor dispute for the purposes of section 4 of the Act of March 23, 1932, entitled "An Act to amend the Judicial Code and to define and limit the jurisdiction of courts sitting in equity, and for other purposes."

REGISTRATION OF LABOR ORGANIZATIONS

SEC. 8. Within thirty days after the date of enactment of this Act and annually thereafter every labor organization, through its president or other authorized officer, shall register its identity with the National Labor Relations Board and shall state under oath the following information and such other information as the Board may require by regulations as provided in section 6: The name of the labor organization; the address at which it has its principal office or does business; the names and titles of the officers; the company or companies with which the labor organization deals, if a local organization; the industry or industries in which the labor organization operates if a national organization or a craft; initiation fees; annual dues charged each member; assessments levied during the past twelve-month period; limitations on membership; number of paid-up members; date of the last election of officers; the method of election; the vote for and against each candidate for office; and the date of the last detailed financial statement furnished all members and the method of publication or circulation of such statement. With such information shall be filed under oath detailed and intelligible financial statements and a copy of the constitution and bylaws of the labor organization.

SEC. 9. Every labor organization established after the date of enactment of this Act shall, when established and annually thereafter, register with the Board and furnish the information required of existing labor organizations under the provisions of section 7.

SEC. 10. Any labor organization which fails to register with the Board and file the information required by this

Act shall be disqualified to act as the representative of employees in collective bargaining for such time as such failure shall continue: *Provided*, That in the initial registration only if information on a particular point is lacking, the statement "no information" or "no record" shall be considered an answer.

MEDIATION OF LABOR DISPUTES AFFECTING THE NATIONAL DEFENSE

SEC. 11. It is declared to be the policy of the United States that labor disputes affecting the national defense should be settled fairly and without interruption or delay in the production necessary for the adequate defense of the Nation. To this end there are hereby established additional facilities for the voluntary settlement of such disputes as cannot be settled expeditiously by collective bargaining and by existing conciliation and mediation procedures.

NATIONAL DEFENSE MEDIATION BOARD

SEC. 12. (a) There is hereby created in the Executive Office of the President a board to be known as the "National Defense Mediation Board" (in this Act called the Board), which shall be composed of such number of members, appointed by the President, as the President from time to time deems the work of the Board to require. The Board shall consist of a number of members representative of employers, a like number representative of employees, and a number of disinterested members representative of the public (in this Act called, respectively, employer members, employee members, and public members). The President shall designate a Chairman and a Vice Chairman of the Board from among the public members. The President is also authorized to appoint such number of alternate public members, employer members, and employee members as he deems appropriate. Upon designation by the Chairman, an alternate member may serve upon the panels provided for in section 5 of this Act, and may serve as a substitute for any absent regular member in the same representative group, with full power to act as a regular member of the Board. The members and alternate members shall receive such compensation for their services as the President shall, from time to time, determine.

(b) In the absence of the Chairman of the Board, the Vice Chairman shall be authorized to act as chairman. In the absence of both the Chairman and the Vice Chairman, the Chairman shall designate some public member or alternate public member of the Board to act as chairman.

(c) Two members or alternate members from each representative group shall constitute a quorum of the Board. The Board shall have an official seal which shall be judicially noticed.

(d) The Board is authorized to employ such officers and employees not otherwise provided for, as may be necessary, and to fix the compensation of such officers and employees in accordance with the Classification Act of 1923, as amended. The Board may establish or utilize such regional, local, or other agencies and utilize such voluntary and uncompensated services and, with the approval of the President, the services and facilities of such other departments and agencies of the Government, as may from time to time be needed.

(e) The Board may delegate to any public member or alternate public member or to an executive secretary such administrative duties relating to the internal management of the Board's affairs as it may deem appropriate.

(f) The principal office of the Board shall be in the District of Columbia, but it may meet and exercise any or all of its powers in any other place.

(g) Upon the appointment of the Chairman of the Board, the National Defense Mediation Board created under Executive Order Numbered 8716 of March 19, 1941, shall cease to exist. Thereupon, all records, papers, and property of the Board created by such Executive order shall become the records, papers, and property of the Board.

JURISDICTION OF THE BOARD

SEC. 13. The Chairman shall determine whether any labor dispute (excluding any matter coming within the purview of the Railway Labor Act) substantially affects the national defense and cannot be expeditiously adjusted by collective bargaining or other conciliation and mediation procedures. If he so determines, the Board shall have jurisdiction of the dispute.

PROCEDURE FOR MEDIATION

SEC. 14. After the Board has taken jurisdiction of a dispute, the Board, under the direction of the Chairman, shall make every reasonable effort to assist the parties to adjust and settle the dispute and make agreements for that purpose. To such end, the Board may utilize, and the Chairman may designate, a mediation panel consisting exclusively of disinterested persons representative of the public or consisting of one or more persons representative of employers, a like number representative of employees, and a disinterested person or persons representative of the public. The persons designated may be members of the Board, alternate members of the Board, or other persons named by the Board. The Chairman or the mediation panel may at any time request the parties to a dispute to negotiate by collective bargaining or to meet with any representatives of the Board.

VOLUNTARY ARBITRATION

SEC. 15. In the event that a dispute is not settled by collective bargaining or mediation under section 5, the Chairman or the mediation panel shall endeavor to induce the parties to the dispute voluntarily to submit their differences to arbitration. If the parties consent to arbitration, they shall file with the Board a notice of the agreement to arbitrate the dispute. The award of the arbitrator shall be filed with the Board.

PROCEDURE FOR FACT FINDING AND RECOMMENDATIONS

SEC. 16. (a) In the event that a dispute is not settled by collective bargaining or mediation under section 5, or by voluntary arbitration, the Chairman in his discretion may authorize a panel to investigate the issues involved in the dispute and to make findings of fact and formulate recommendations, which may contain appropriate retroactive provisions, for the settlement of such dispute. Such a panel may, in the discretion of the Chairman, consist of the mediation panel appointed for the dispute, a different panel constituted as provided in section 5, or a panel composed of the full Board. The panel may confer with the parties to the dispute, conduct hearings, and take testimony. The Board shall submit the findings and recommendations, if approved by a majority of the panel, to the parties and may make public such findings and recommendations.

MAINTENANCE OF THE STATUS QUO

SEC. 17. (a) After the Board has taken jurisdiction of a dispute as provided in section 4, the Board in order to effectuate the purposes of this Act shall have power to issue an order (1) requiring any person to refrain or cease and desist from calling, or assisting in any manner, a strike arising out of such dispute; or (2) requiring the employer, who is involved in the dispute to refrain or cease and desist from practices which change the situation existing at the time the dispute arose, or which by changing an existing situation led to the dispute, and which the Board shall deem prejudicial to the prompt settlement of the dispute. No order of the Board or process of any court under this Act shall require an individual employee to render labor or services without his consent, nor shall any provision of any such order or process be construed to make the refusal to work of an individual employee a violation of such order or process or otherwise an illegal act.

(b) Such order shall be effective for such period as the Board shall determine, but shall, in any event, terminate within five days after the findings and recommendations of the Board or within sixty days after the date on which the order was issued, whichever first occurs. Any further order issued under subsection (a) in connection with the same dispute shall not extend beyond the termination date of the original order but terminate at the same time as such original order.

(c) The Attorney General, at the request of the Board, shall petition any district court of the United States, or the United States court of any Territory or possession, within the jurisdiction of which any person to whom any order is directed resides, transacts business, or is found, or the District Court of the United States for the District of Columbia, for enforcement of such order, and for appropriate temporary relief or restraining order. Upon the filing of such petition, the court shall have jurisdiction of the proceeding, and shall have power to grant such temporary relief or restraining order as it deems just and proper, and to make and enter a decree enforcing the order of the Board. Notice or process of the court under this section may be served in any judicial district, either personally or by registered mail or by telegraph or by leaving a copy thereof at the residence or principal office or place of business of the person to be served. Petitions filed under this section shall be heard with all possible expedition. The judgment and decree of the court shall be subject to review by the appropriate circuit court of appeals or by the United States Court of Appeals for the District of Columbia in the case of a judgment of the District Court of the United States for the District of Columbia, and by the Supreme Court of the United States upon writ of certiorari.

(d) An order of the Board shall be enforceable only at the suit of the Attorney General, and in the manner provided for in this section.

(e) When granting temporary relief or restraining order, or making or entering a decree enforcing an order of the Board, as provided in this section, the jurisdiction of courts sitting in equity shall not be limited by the Act entitled "An Act to amend the Judicial Code and to define and limit the jurisdiction of courts sitting in equity, and for other purposes", approved March 23, 1932, except that sections 11 and 12 of such Act shall apply in cases of contempt.

REGULATIONS OF THE BOARD

SEC. 18. The Board shall have authority from time to time to make, amend, and rescind regulations providing appropriate procedures for carrying out the powers vested in it by this Act.

PROCURING OF EVIDENCE AND ATTENDANCE OF WITNESSES

SEC. 19. For the purposes of the foregoing provisions of this Act, the provisions of sections 9 and 10 (relating to examination, the production of books, papers, and documents, and attendance of witnesses) and of section 5 (f) of the Federal Trade Commission Act, as amended, are hereby made applicable to the jurisdiction, powers, and duties of the Board, and may be exercised by any public member or alternate public member, or any employee of the Board authorized by the Chairman. The term "witness" as used in these sections shall include a party involved in a labor dispute.

OPERATION OF CERTAIN PLANTS IN INTEREST OF NATIONAL DEFENSE

SEC. 20. If the parties to a labor dispute fail to reach an agreement through collective bargaining, conciliation, or mediation or the procedures herein provided and the President finds that a continuation of the dispute imperils the public interest and substantially jeopardizes the national-defense program, the President in his discretion shall have power, by order, on behalf of the United States to take immediate possession of any establishment or facility (including any transportation or communication facility) in which there is an interruption or threatened interruption of operation arising out of the dispute, and to use and operate such establishment or facility in accordance with the authority contained in section 9 of the Selective Training and Service Act of 1940, as amended. In the case of any establishment or facility of which possession shall have been taken under the provisions of this section, such establishment or facility shall be returned to its owners when this Act ceases to be in effect or whenever prior thereto the President determines that such establishment or facility will be privately operated in a manner consistent with the needs of the national defense.

DEFENSE WAGE BOARD

SEC. 21. (a) There is hereby established a Defense Wage Board (hereinafter referred to as the "Board"), which shall be composed of three members, who shall be appointed by the President, by and with the advice and consent of the Senate. A vacancy in the Board shall not impair the right of the remaining members to exercise all the powers of the Board and shall be filled in the same manner as the original selection. Two members of the Board shall constitute a quorum. The President shall designate one member to serve as chairman.

(b) The Board is authorized to appoint such officers and employees as are necessary to carry out its duties under this Act and to fix their compensation in accordance with the Classification Act of 1923, as amended.

(c) The principal office of the Board shall be in the District of Columbia, but it may meet and exercise any or all of its powers at any other place. The Board is authorized to make such regulations as may be necessary to carry out its duties under this Act.

(d) A majority of the employees at any plant or facility possession of which has been or is hereafter taken under the authority granted by section 11 of this Act or section 9 of the Selective Training and Service Act of 1940, as amended, or the representative of such employees, may petition the Board for a readjustment of wages. Upon receipt of any such petition, the Board shall make an investigation of the wages paid at such plant or facility, the costs of living in the locality in which such plant or facility is situated, the wages established for work of like or comparable character in the industry, and such other factors as the Board may deem necessary or desirable in the public interest. If, after such investigation, the Board finds that the wages paid at such plant or facility are not fair and reasonable, it shall, with the approval of the President, order such readjustments of wages as it deems will fairly and reasonably compensate said employees for their work. If the Board finds that such wages are fair and reasonable, it shall dismiss the petition. The findings and orders made by the Board under the authority of this section shall be final, and shall not be subject to review by any person, tribunal, or governmental agency.

SAVING CLAUSE

SEC. 22. Except as otherwise expressly provided herein, nothing in this Act shall be construed to repeal, modify, or affect any other statute of the United States, unless such statute should be in necessary conflict with the specific requirements of this Act.

TERMINATION

SEC. 23. This Act shall cease to be in effect on the expiration of two years from the date of its enactment or upon the date upon which the President proclaims the unlimited national emergency proclaimed by him on May 27, 1941, terminated, whichever occurs first.

77TH CONGRESS
1ST SESSION

H. R. 6149

A BILL

To diminish the causes of labor disputes in the performance of national-defense contracts.

By Mr. SMITH of Virginia

DECEMBER 1, 1941

Referred to the Committee on the Judiciary

U. S. DEPARTMENT OF LABOR
WOMEN'S BUREAU
Washington

TYPICAL OPERATIONS ON WHICH WOMEN CAN BE EMPLOYED MORE EXTENSIVELY IN WAR PRODUCTION

Code: A — Women now used extensively. Numbers could be increased with short periods of training on the job.

B — Women now used to some extent. Numbers could be increased after short training periods and upgrading from other jobs.

C — Women now only used to a slight extent but could be employed readily after pre-employment and supplementary training such as that now offered men.

OCCUPATION

(Notations on skill as given below are not applicable in the same way to all plants. They are a general indication of skill in a large plant with average tolerances.)

I. MANIPULATIVE SKILLS

Operating machines such as:	
Drill presses—single and multiple drill (semiskilled—usually repetitive)	A
Milling machines—light and micro machines (semiskilled—usually repetitive)	B
Light punch and forming presses (semiskilled—usually repetitive)	B
Bench and watchmakers' lathes (skilled & semiskilled—not usually repetitive)	B
Burring, polishing, lapping, buffing, etc. on lathes (semiskilled)	B
Light duty hand and automatic screw machines (semiskilled—usually repetitive)	C
Light turret lathes (semiskilled)	C
Women can set up their own machines if instructed adequately	C
Assembly—All types of light sub and final assembly requiring the use of hand tools as pliers, mallets, screw drivers, files, electric drills, bench assembly machines and riveting presses (semiskilled—may or may not be repetitive)	A
Sheet metal forming and riveting (semiskilled—sometimes repetitive)	C
Hand finishing machined parts by filing, burring and lapping (semiskilled—repetitive)	B
Welding	
Acetylene and torch (skilled)	C
Electric arc (skilled)	C
Spot (semiskilled)	B
Soldering (semiskilled or unskilled)	B
Electrical work—Wiring and assembling parts, winding coils and armatures, soldering, taping, etc. (semiskilled, though may be skilled)	A